

1. What type of organisational structure do you want your current or future organisation to have? Why?

I want my current or future organization to have an organic structure because it is flexible and encourages teamwork. In an organic structure, employees can share ideas freely, make quick decisions, and work together without strict rules.

For example, a small tech company developing mobile apps needs to adapt quickly to market changes. If the company has a rigid structure, employees must wait for approvals from many levels of management, which slows down innovation. But with an organic structure, developers, designers, and marketers can communicate directly, solve problems faster, and create better products.

2. What type of organisational culture do you want your current or future organisation to have? Why?

I want my current or future organization to have a task culture because it focuses on teamwork and clear goals. In a task culture, people work together in small groups to solve problems and complete projects. Everyone is chosen for their skills, and each person knows their part in the work.

For example, imagine a creative advertising agency. In this agency, teams of copywriters, graphic designers, and strategists come together to create new campaigns. They meet to share ideas and decide the best way to reach customers. This team works together without many layers of approval, so they can be fast and flexible.

3. What are the implications of generation differences to HR policies and practices?

Gen X (born 1965-1980) often values stability, career security, and work-life balance. They are motivated by clear paths for career advancement and financial rewards, and family obligations can affect their work choices. **Gen Y (born 1981-1996)** look for growth, purpose, and flexibility at work. They enjoy opportunities for cultural exposure and building networks with others. This means they appreciate training programs that not only teach skills but also help them connect with industry peers. **Gen Z (born 1997-2012)** has an entrepreneurial mindset. They want to move quickly in their careers and often prefer flexible and remote work options. They look for workplaces that allow them to experiment and grow fast.

Because each group has its own needs, HR policies must be flexible. For **Gen X**, offering stable career paths and good work-life balance is important. For **Gen Y**, creating programs for personal growth and networking can be a big draw. And for **Gen Z**, providing opportunities for fast learning and remote work helps them feel valued.