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Introducing the Modern Workplace

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HUGO BOSS

Structure and culture



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INTRODUCTION

Organisation culture termed out as the behaviour an decision that imposed on employees and management by the organisation structure in the context of values and norms of behaviour (WILLMOTT, 2018). In order to gain business success, the organisation structure and culture plays proficient role. The present is based on Hugo Boss organisation structure and this dual management and control structure. Hence, activities will be covered on business activities as Hugo Boss AG as this is German luxury fashion house Headquartered in Metzingen. This was entity that was founded in 1924 and produced general purpose clothing. Thus, present assignment will outline structures and cultures of chosen organisation. Also analysis will be conducted over the contribution of organisation performance.

MAIN BODY

Define structure and culture of the organisation.

Relationship among the structures, culture, people and organisation performance-:

Organisation structure and culture are directly linked with performance of the organisation. Thus, structures of the entity determine how roles and responsibilities are allocated and how they will be monitored as well as flow of communication among different levels and sectors (Cox and Cheyne, 2020). This is entirely dependent on organisation goals and how this aids to teach them. Hugo Boss entity adopts the centralised business structure in which the decision making power within the enterprise remains in the hand of top level authority of the enterprise. Sometimes, the chosen entity also follows the decentralised structure in which power can be delegated to the lower levels and this also extent to enhance the success of implementation and this also leads to enhance the work gratification among other duties.

Thus, structure of the enterprise can be categorised into the different magnitudes such as horizontal and vertical. Therefore, the vertical organisation structure has varied level of authority with the individuals in management or supervisory position and have small and narrow span of control. A narrow span of control can be easier to handle and communicate with managerial



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authorities within enterprise. It is also one of the effective structure as this necessitate less management deftness to lead more employees with the spacious span of inspection. Also, horizontal structure tends to have better communication and this cost effective for an enterprise due to not requirement of many managers.

Types of organisation structure-:

Entity needs to organize themselves in varied manner as per their demands (Day, 2019). Hence, appropriate organisation structures of the enterprise mainly depend on the unique plan of action business, the effective customer base, sense of commodities and services and its managerial activities. This kind of the considerations mainly disband throughout the campaign. Therefore, some of the organisation structure are outlined in following context as-:

Functional structures- It can be defined as the most common kind of the organisational structure that can be executed by entities at the worldwide level. Therefore, if the entity follows this structure then they divide the organisation different departments into customer sales, human resource management and research and development etc. Thus, workers with the comparable abilities are organised all in one in their particular departments.

Divisional structure- It is termed out the structure that is other working structure because this does not give a trust to categorize people with comparable abilities into various departments (Shao, 2019). This term can be understood with help of example- If a retail outlet has branches in more than one urban area then each one of those places will have the individual sales department for clients rather than only one department for the entire organisation.

Matrix structure- It can be termed out as the highly effective type of the structure. It is usually run by the project managers that report directly to the head of the enterprise. Hugo Boss structures is huge entity that employs different types of structures in different department rather than a single structure.



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Organisation culture- This is termed out as the typical multitude of norms and values that are shared by individuals and groups in an enterprise and also controls the way they interact to each other. Therefore, the organisation culture is outlined in following manner as are-

Hierarchy- It is termed out as culture that can be defined and stable. This can be called out as quite formal culture that put the major consideration on power and supremacy to retain the enterprise running very well and according to the plan (Gorondutse and Hilman, 2019). It is form of culture that perform the protection and durability.

Market- This type of culture is close to hierarchy culture and this also put the focal point on stability and security as this drives results to form organisation productivity efficiently. This is very competitive environment to work in and also provide high focus on creation and manufacture.

Adhocracy- It is termed out as culture that puts the major consideration on thinking some out of the box. Therefore, the creativity of the enterprise can be encouraged and appreciated. This is quite dissimilar from the rest of the organisation structure.

Relationship between organisation structure and culture-:

In order to reach business goals effectively, Hugo boos follows the formal structure. It is one of the effective way as this distributes the task into different groups to ensure that all people are collaboratively participating in it and performing well towards to accomplish organisation goals (Corcoran and Duane, 2019). Organisation cannot perform their business functions alone, as things cannot run without people. It tends to create different informal structures or environments. Organisation culture defines the structure that defines the culture of enterprise effectively and efficiently. Business performance is termed out as functional organisational structure that mainly affected the stream of communication through the various stages of the hierarchy makes the enterprise to maintain to modern and advanced mechanism. Therefore, the level of inspiration employees possess will influence their production and this highly affecting business implementation. Divisional organisational structure has greater adaptability due to low



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levels of management. Additionally, better communication encourages individuals so that employees can take initiatives so that business activities can be performed in effectively and efficiently. Organisation cultures termed out complete responsibilities that cooperate with each other in the enterprise. Therefore, the culture of enterprise different convictions, opinions, values, practices that manage operating style of people within corporation. In addition to this, it can be stated that strong culture of business enterprise defined employees can be able to perform their business activities in effective and efficient mode. Thus, culture of the enterprise has varied influence on workforce completion and level of inspiration. Employer within the enterprise work harder to accomplish the organisational goals. Differ kind of culture operating in one company and this can impact the performance of employees in huge aspect. If the culture and management system of business enterprise are not aligned than managerial authorities of the entity must redirect them so that behaviours of workers result in the accomplishment of organisational aims. The one of the crucial aspect of the culture is that better cultural activities leads to undertake business performance in the better and effective manner. The key to good performance can be possible by framing up of the strong cultural activities. In addition to this, the positive and strong culture can make the average individuals performs in better mode. Therefore, organisation culture has an active and direct role in the performance management.

Role of leadership and management determines the effective management and leadership:-

The role of managers in the workplace plays the significant role and this also has huge impact on the performance of enterprise. Managers have the most direct effect on labour they line manage. In addition to this, they carry out the obligation for equalization the showing of the section with overarching the organisational objectives. It is one of the effective tool that plays vital role in shaping the culture of an enterprise (Corcoran and Duane, 2019). Effective performance management in the enterprise is mainly based on leadership, interpersonal relationships, teamwork and constructive feedback etc. Employee can perform their business activities effectively, if they set expectations for work performance and planning out the ways



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that can aids to meet out these expectations. Well design system allows for regular meetings among managers and employees and this leads to set out the clear goals and objects.

Thus, leaders play crucial role in the enterprise to make the business activities successful. This is defined as the art and process that influence people to perform the organisation task effectively, competently and efficiently. So, leadership termed out as the crucial part and crucial component of effective management. Leader of the Hugo Boss guides their employees to perform the business activities in the advanced manner. This motives the group efforts for getting the work done by the managers effectively. Thus, leadership is the key variable that determines the quality of an organisation. Thus, leaders to the enterprise set the clear vision for organisation, motive employees, guides employee throughout the better work process and builds morale. In addition to this, leadership style impacts enterprise by affecting employee morale, productivity, metrics and decision making. Good and efficient leadership approach is essential to business and this also helps to make the organisational activities successful.

Evaluation on behavioural approach to management:-

The behavioural approach to the management is mainly put the focuses over human relations and employee well-being. In addition to this, behaviour approach to the enterprise are outlined in following context as-:

Human resource approach- It is approach that identifies the fact that central resources in the enterprise needs to be developed towards the high level of competency, creativity and fulfilment. Therefore, human resource approach called out to be supportive approach in the enterprise. In the habitual aspect, managers decide what employee needs to do and strictly observed the performance to make sure the mission achievement.

Contingency approach- This is the most interdisciplinary approach and more system oriented. This is approach that highly impacts the working of the enterprise in huge context.

Productivity approach- It is one of the effective approach that measures the effectiveness of organisation. This also aids to bring out the manager efficiency with help of optimizing the



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resource utilisation (Corcoran and Duane, 2019). Employee development programmes leads to better citizen within the community.

System approach- It is approach that defines that how a manager looks at the organisation as a whole, person, whole group and whole social system (Corcoran and Duane, 2019). In this, it can be stated that organisational behavioural assist to build an effective culture within enterprise in which capacities are utilised and employees are stimulated and crews become efficient and more creative to complete tasks and achieve the goals.

Interdisciplinary approach- Organisation behaviour is termed out as the incorporation of all social science and subjects such as sociology, organisational theories etc. These all are interdependent and influence each other.

CONCLUSION

Hereby, it can be concluded that organisation culture of the enterprise plays the crucial role to build positive environment so that entity success can be accomplished. Therefore, structure and culture of the enterprise are dependent on each other. In the aspect of business world, management structure identifies the conduct, attitude, morality that establishes the work culture. The present essay has covered the business activities of organisation structure and culture of Hugo Boss. Furthermore, study has covered the structures and cultures of the organisation. Also analysis is outlined over the contribution of organisation performance.



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