

HCM question and Answers:

Questions

1. What type of organizational structure do you want your current or future organization to have? Why?
2. What type of organizational culture do you want your current or future organization to have? Why?

Answers:

1. Preferred organizational structure:

In Future I preferred to work with, **flat structure** organizational because it works best for small to mid-sized companies, as it removes unnecessary management layers, allowing **employees to have more autonomy** and direct communication with leadership. This structure encourages innovation, saves costs, and makes the company more agile and it is **Cost-effective** as it reduces the need for too many managers, **Encourages open communication** between employees and leadership. **Boosts employee motivation** by giving them more responsibility.

2. Preferred organizational culture:

In Future I preferred to work with, **Innovative & Learning Culture** because it is a work environment where **new ideas, creativity, and continuous improvement** are encouraged. Employees are given the freedom and resources to **experiment, take risks, and develop new skills** without fear of failure and it helps the company **stay competitive** in a fast-changing world, Boosts **employee engagement and motivation**, Leads to **better problem-solving and innovation** in products and services.