

Introducing the
Modern Workplace

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INTRODUCTION

Structure and culture is a part of any organization that are two basic components and actually help in defining the overall function that employees have to perform and related with activities that are managed in organization. These are one of the major functions that are performed by leaders and managers and they actually define the variables of effective leadership as well as management that is part of overall functioning of the organization (Basu, 2017). Present report is an essay written based on detailed analysis of relationship between culture structure people and the level of performance approach that is used for understanding of different factors associated with individual behavior and different differences. Report is based on Wella professionals that was founded in the year 1880 and its headquarters are present in Germany and is serving worldwide. There is further discussion on different elements that help in overall process of management and effective functioning of the whole organization.

MAIN BODY

Organization structure refers to the overall structure that is part of organization and culture is related to the behavioral approaches that is built up by the top management of the organization. Wella professional there is basically a functional structure that has been adopted where there is complete division based on different functions such as marketing finance research says human resource and all the other activities have been cropped according to their functions.

Span of control basically the activity that refers to number of functions that have to be performed by individual and how much functioning is controlled by the Human Resource Department. Human resource managers are basically responsible for management of all the functions and controlling them according to their activities and scale of operations so there are some policies that have been made according to such function.

Wella professionals overall employees have made a review that there is a culture arranging in which all the opinion of employees are timely considered and taken into consideration by managers and leaders whenever they are willing to make any significant decision that is going to affect functioning of employees (Anitha, 2016)

Organization structure refers to the formal system that is consisting of authorities and responsibilities how associate and managers will be working together and up pattern of

relationship has to be setup for defining the overall Management process for conducting different function success planning organizing directing leading and all other respective managerial functions.

On the other hand basically refers to the overall system of belief and value that is shared by top management and manager with all the overall workforce and associated stakeholders both internal and external (Nazarian, Atkinson, and Foroudi, 201). There is effective culture that is present in the organization that then it leads to a systematic flow of functions from superior to subordinates which makes it very easy for the top administration to implement any changes or work for any new decision.

Hofstede cultural theory: It is basically a Theory that has been developed for understanding the values at workplace which is influenced by culture there are six dimensions of this theory: Power distance index related to distribution of power in organization. In case of wella professionals there is distribution of power according to the position that is hold by a particular employee.

Individualism versus collectivism: The dimension that is related with the overall social framework represent the values that individuals carry and collectivism how search values are embedded into over all groups or team that an individual belongs (Warszawska, . and Kraslawski, 2016). Wella professional are properly embedded in the overall functioning that helps in smooth functioning of the organization.

Masculinity versus feminist: It is a Framework which is related with the overall dimensions of achievement for materialistic reward for employees, feminist stands for the carrying and cooperative behavior of employees in the organization (Rahimi, 2017). In wella professionals there is equal proportionate of both these factors that lead to smooth functioning of overall functions in the organization.

Uncertainty avoidance index, it is a dimension that is related with the degree numbers are not comfortable with the uncertainty wella professionals there must be proper senior management in terms of reducing the future possibilities of risk that employees me feel and ensure them that there will be minimum risk and uncertainty so that employees get proper support and take and contribute more towards their overall roles and responsibilities.

Long term orientation vs. short term orientation it is an aspect that is related with present with the future such as there has to be proper link that has to be established between present functions and future operations (De Lillo, 2019). In case of, Wella professionals there has to be support provided to employees by their team members so that they can learn from their past mistakes and do not repeat them in future which will lead to more effectiveness in their functions.

Indulgence vs. resistant: It is a aspect that helps in employees to perform their functions with no gratification and enjoying their life. Resistance refers to the process of suppressing of the gratification (Duffield,. and Whitty, 2016). Wella professionals there has to be proper comparison that has to be maintained overall quality of life and all the strict norms of employees so that they do not have to work under strict policies and rules so that they can contribute more towards organizational productivity with not high pressure and create positive environment for working.

About discuss are different aspects of ***Hofstede*** is culture Management Theory that actually help and lead towards proper management of all functions in every organization and help in establishment of a balance between the overall culture structure and increase employee performance.

The Nature of Managerial work is characterise as management of work and executes a great quantity of work at am insistent pace, undertakes actions devised by diversity, conciseness and disintegration and a preference for problems which are existing, particular and non-routine. Henry Mintzberg is one of the great management thinkers and defines the Nature of managerial work as per different managerial role. The roles are categorised in two three categories as interpersonal roles, Informational roles and Decision making roles. **Interpersonal roles** are Figurehead, leader and liaison. In Wella Professionals, the person who have figurehead role, is to represent the team and responsible for division or organisation of work and task. Leader is responsible to co-ordinate and motivates team and group to execute their duties and accomplish their goals. **Informational roles** are characterised as monitor, disseminator and spokesperson. In respective organisation, the people with the role of monitor accountable to collect and evaluate data for all resources (Byström, Heinström and Ruthven, 2019). Disseminator can be responsible for share and deliver information across wise the firm and to each and every person of the group.

Decision making roles consist four functions of entrepreneur, Disturbance Handler, resource allocator and negotiator. In Wella Professionals, individual with role of entrepreneur is to design, begin and spread change in the firm. The person who has the role of disturbance handler is accountable to deal with issues and unexpected situations. The employee with role of resource allocator is responsible to take the decisions of how the resources of the firm can be best organized. The person allocates and distributes resources in effective manner so that the activities and operations of the company can be performed in effective, organisable and managerial way. The person who perform the role of negotiator is discuss for resource inside and outside of the firm so that any kind of issues cannot be faced by the firm in term of performing and running its business activities and operations in appropriate manner. With the help of these managerial roles, the administration of respective company can appropriately manage its all work and business activity which in managing the nature of work (Devine and et. al., 2018). With the help of this, the venture can accomplish its set business goals and objectives in set time duration. It will also in growth and success as well as improving brand image of the organisation.

Leadership is an ability to lead and direct others without force into a direction so that they can accomplish their aim and objectives in effective manner. In Wella Professionals, the leader of the company guide and direct employees and team members and set visions for the specific task so that they can perform their duties and responsibilities in appropriate manner. With the help of **effective leadership roles**, the leader of the firm also able to direct and guide employees and play and effective role in success of the firm. In respective organisation, there is some leadership role like visionary, decision maker; Influencer, team player, listener etc. are some roles that are crucial to have with the purpose of direct people in adequate manner. Visionary is an effective role of leader and with the help of this, the person able to set vision in a specific task so that teammates perform their work according to it and attain their set goal timely in proper manner. Decision maker is another effective role and with the help of this, the person makes determination and provides effective outputs (Dodgson and Gann, 2018). With the help of this role, the leader make discussion when the team member face issues then the person make a decision and provide solution by considering their views.

With the help of effective influencer leadership role, the leader motivates and encourages employees in positive way so that when they feel demotivation then they can do their work in appropriate manner. With the assistance of this the leader can also influence stakeholder and investor to make an investment. This will also help in growth and development of business venture and improving brand image. Team player is another role of an effective leader and with the help of this role, the person can lead and direct people of a group so that they can perform well in team. By directing them regarding accomplishment of aims and goals, the individual guides them to attain them in granted time duration. In a leader, it is also important that a person have good listening quality because due to having this quality and ability, the individual can play an effective role in Wella Professionals as Listner (Kuppers, 2019). With the assistance of this role, leader can effectively listen to workforce and provide effective suggestions, guidance and when employees face issues then they can discuss with leader and get effective solution. There are variables that are crucial for the effective management and leadership like, goal setting, communication, team work, delegation etc. With the assistance of these leadership and administration variables, the company can appropriately perform its activities and operations in better manner.

Behavioural approach to management concerns itself with the social and psychological factors of human behaviour within a business venture. The behaviour of people of a firm clearly impacts both its structure function and the principles on which can be administered. There are some essential elements of behavioural approach to management like individual behaviour, informal leadership, participation, motivation by self control and self development informal organisation and many more. Individual behaviour is closely connected with the behaviour of the team to which individual belong. This element affects organisation because changes are occurred in human behaviour. Apart from this; informal leadership is more essential for setting vision and enforcing group standards of execution (Qiu and Rooney, 2019). Participation and motivation is crucial to perform duties collaboratively with encouragement so that goals of Wella Professionals can be accomplished in effective manner. These behavioural approach elements provide the understanding of components that influences individual behaviours in term of making differentiation in their way of working, their abilities and their leadership style.

CONCLUSION

Above discuss points, it can be said that there has been a between culture people and Organization performance in every organization. It is very important to manage and communicate overall leadership and determine theories of effective management and leadership for smooth functioning of all the organization apart from this there are different management approaches that lead to establishment of understanding the individual behavior which helps in formation of different policies. .

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