

Introducing the Modern Workplace

Alexandru Andrei Dahore 2130564

Mihaela Ruxandra Iancu 2133740

Dumitru Ciprian Iancu 2133738

Daniela Mihaela Visan 2247387

Florin Claudiu Visan 2247386

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Lecturer:Laila Maazouz

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Description of the profile of the business organisation of Tesco:

- Tesco was founded in 1919 (Tesco, 2024).
- Tesco increased its sales by 8.9% (Tesco PLC, 2022).
- The company has key competitors such as Walmart, Carrefour, and Aldi (Global Data, 2022).

Background:

The business organisation of Tesco PLC was founded in the year of 1919 by Jack Cohen. In the initial years of Tesco PLC, the business organisation was started as a market stall in the heart of London to cater the customers with their products. After a few years, the business organisation evolved their whole business organisation into one of the world's largest retail business organisations. Along with that, the business organisation of Tesco PLC started their operational activities in various kinds of countries with a diverse range of products as well as services to cater to and meet the demands of various types of customer needs (Tesco, 2024). With that, the primary business of this business organisation is in the retail sector offering various types of products such as general merchandise, groceries, as well as financial services to the customers in the market. The business organisation of Tesco PLC has a significant presence in the heart of the whole UK with additional operational activities in the whole of Europe as well as Asia region to cater to the market and customer needs.

Performance:

The level of performance of the business organisation of Tesco is marked by various kinds of ways such as its robust revenue streams, strategic expansion initiatives, as well as an efficient supply chain management in the whole business. The business organisation of Tesco booked their group sales with an increase of 8.9%, which reached a revenue of 30.75 billion pounds in the year 2023 (Tesco PLC, 2022).

Competitors:

The business organisation of Tesco has some key competitors in their business, including other major retail business organisations such as Walmart, Carrefour, and Aldi, as well as ASDA, and Morrisons (Global Data, 2022).

Explore the relationship between the structure of the business organisation of Tesco and the performance level of the company:

- Tesco follows a hierarchical structure.

- The company has a clear line of authority (Salcinovic *et al.* 2022).
- The business has a decentralized structure.

There is a strong relationship between the organisational structure of the business organisation of Tesco PLC as well as the performance level of the company, as the organisational structure of the company plays a vital role in enhancing the performance level of the company in an effective manner. the business organisation of Tesco PLC has a hierarchical organisational structure for their whole business organisation. Other than that, the company with the help of a hierarchical structure, make sure that there is a clear line of authority as well as accountability, facilitating an effective process for decision-making and a proper and effective strategy to allocate all the resources in the whole business effectively and efficiently. Along with that, the decentralised nature of its organisational structure in the whole business organisation helps the company to allow for adaptability to the needs of the local market while maintaining central control over every kind of key operational activity, such as procurement as well as distribution, in an effective and efficient manner (Salcinovic *et al.* 2022). The business organisation of Tesco PLC has a huge level of contribution for their chosen organisational structure to various kinds of things such as operational efficiency, overall profitability, as well as the level of customer service quality in a huge manner.

Make a brief discussion of the tasks as well as skills needed for running the business of Tesco:

- Managers of Tesco need to do sales forecasting, employee supervision, etc.
- Managers at Tesco develop and implement some policies and procedures (Tesco PLC, 2023).
- Managers at Tesco PLC need some skills such as strategic planning, leadership, etc. (Tesco PLC, 2021).

Any kind of person at the managerial level has to take on a lot of responsibilities as well as tasks to run the business organisation of Teesco in a smooth and proficient manner. Other than that, every kind of manager at the business organisation of Tesco PLC employs a different range of tasks as well as skills to ensure smooth operational activities as well as a level of growth in a sustained manner. Every kind of manager at Tesco PLC oversees various kinds of functions such as sales forecasting, inventory management, employee supervision, as well as customer service in an effective and efficient manner. Other than that, a manager at the business of Tesco PLC has led as well as motivated the team effectively (Tesco PLC, 2023). With that, the manager at Tesco has the role of developing as well as implementing every kind of policy and procedure of the business

of Tesco in an effective manner. For any manager at Tesco PLC, the key managerial skills that they include such as leadership, strategic planning, communication, as well as financial acumen, and many others (Tesco PLC, 2021). Not only that, the managers at Tesco PLC must navigate every kind of dynamic market condition, foster teamwork among employees, as well as innovate in a continuous manner to stay competitive in the industry.

Explain the way the leadership theories can be applied in the business organisation of Tesco:

- Tesco can apply transformational leadership theory.
- The company can foster innovation and the company mission in the employees (Dr Uzoechi Nwagbara, 2019).
- The senior managers and leaders can apply this leadership theory in the company.

The business organisation of Tesco can apply the theory of transformational leadership in an effective manner. With the help of the theory of transformational leadership, the business organisation can easily emphasise the inspiring as well as motivating employees to achieve an extraordinary results by fostering an encouraging innovation, and a shared vision, as well as offering the needed support and encouragement to all the people at Tesco PLC. In the business of Tesco PLC, the theory of transformational leadership can be implemented by all the senior executives and the managers at all levels of the company in an effective manner. With that, all types of leaders in the business of Tesco PLC can articulate a compelling vision for the future of the company, emphasizing various kinds of values such as customer satisfaction, community engagement, operational excellence, and many other kinds of things (Dr Uzoechi Nwagbara, 2019). Other than that, the leaders at Tesco PLC can inspire every kind of employee by demonstrating a strong passion as well as a commitment to the huge mission of the company, encouraging them to go above and beyond their every kind of usual responsibilities in a dedicated manner. This type of leader at Tesco PLC can also promote a culture of innovation by creating an environment that encourages experimentation as well as risk-taking in a huge manner.

Discussion of the factors that can influence the group as well as the behaviours of the team members:

- Clear goals and objectives of the company offer accurate direction to the employees to grow.

- Effective communication channels help to improve productivity, collaboration, transparency, etc.
- Tesco PLC can get a higher innovation level (Ullash, 2023).

There are various kinds of factors that influence groups as well as the behaviours of team members at the business of Tesco PLC. First, the most two important factors such as clear goals as well as objectives provide a proper and right direction to the employees at the business. Other than that, it also fosters cohesion among every kind of team member in the whole organisation of Tesco PLC (Ullash, 2023). Along with that, the channels for effective communication help in promoting a huge level of enhancing productivity, transparency and collaboration, as well as problem-solving capabilities in every kind of group and team member of Tesco. So, the business organisation of Tesco PLC can leverage these kinds of factors to build a high-performing team that drives a huge level of innovation and achieves every kind of objective of the business organisation of Tesco PLC.

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