

Tesco Case Study 2019

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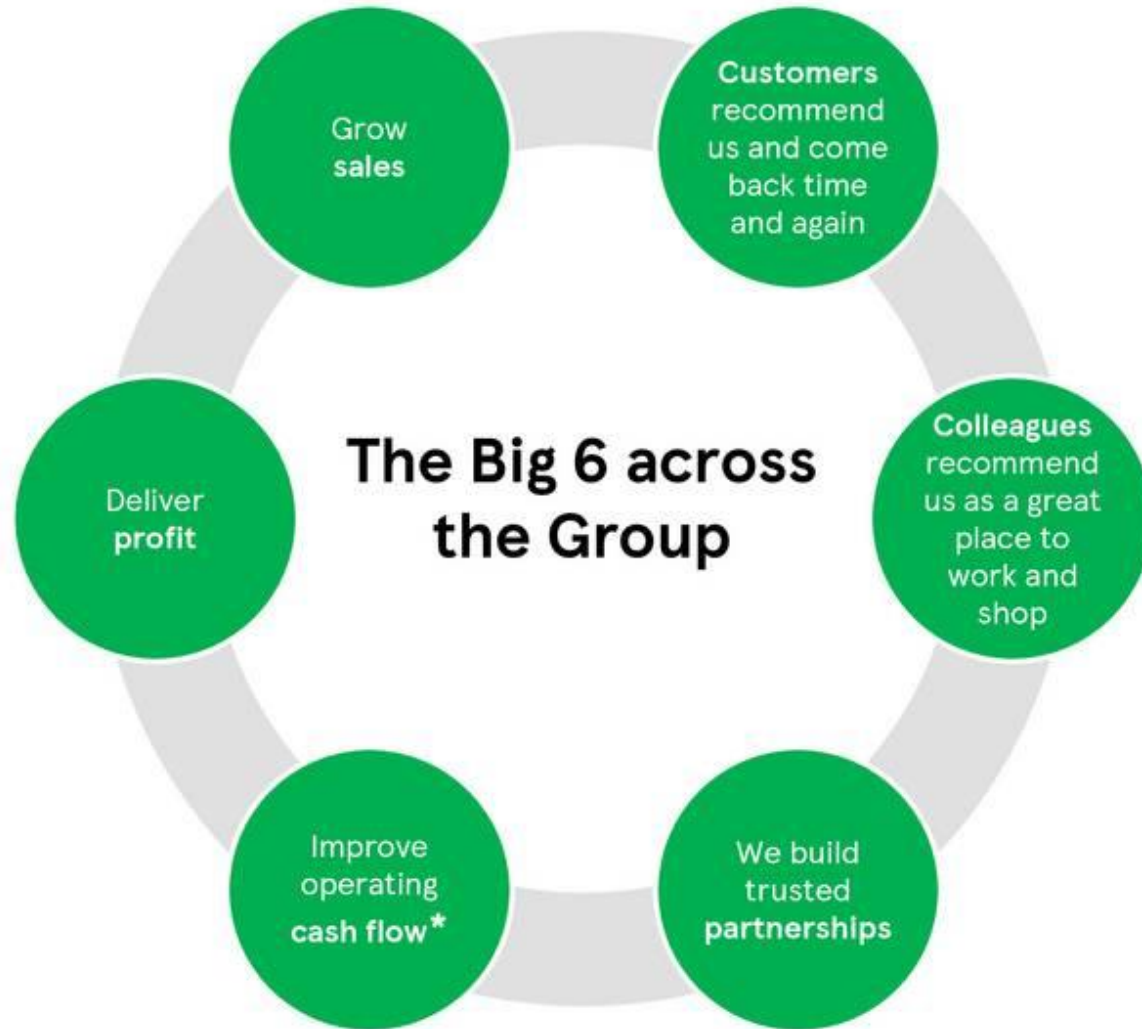
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The first Tesco in 1919 In Burnt Oak

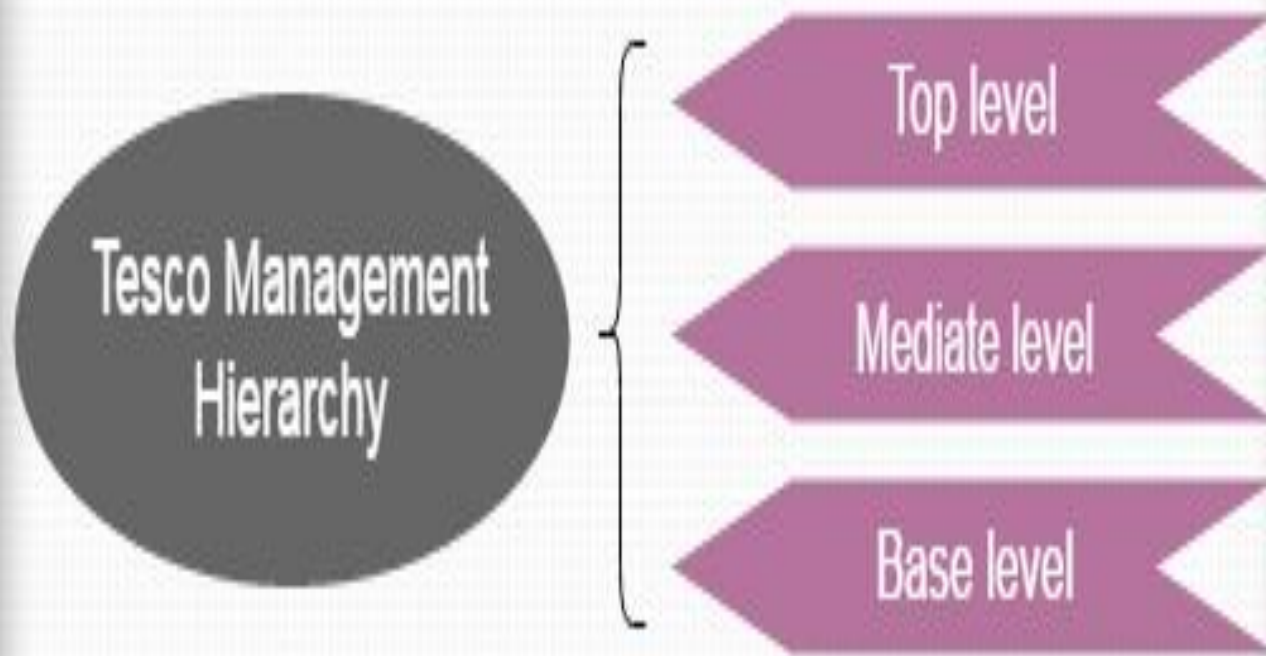


Big 6 Full Year Performance



* Excludes the impact of providing colleagues the option of receiving the 2015/16 Turnaround Bonus in cash rather than shares.

** Based on year on year progress in colleague recommendations of Tesco as a great place to shop.



- Top Management -- The highest level, consists of the president and other key company executives who develop strategic plans.
- Middle Management -- Includes general managers, division managers, and branch and plant managers who are responsible for tactical planning and controlling.
- Supervisory Management -- Those directly responsible for supervising workers and evaluating daily performance.



Henri Fayol's theory apply in Tesco organization increase employees performance and reduce expenses. Base on hieratic structure witch define responsibility's and objectives of managers with each lever of management . Training it is really important to become better manager and need to have skills on: planning, organize, command, coordinate, control)

- The success of Tesco shows that the culture, structure and management style of the organization is flexible, flat and power is decentralized, everyone has the right to speak and the voices of the employees are heard. On their long term strategies has helped them to continue to grow stronger for the future. The democratic style of leadership in Tesco has made the organization continue to lead in the retail market

Importance of group and team behaviour within Tesco



Figure 1: Factors on individual's behaviour in workplace

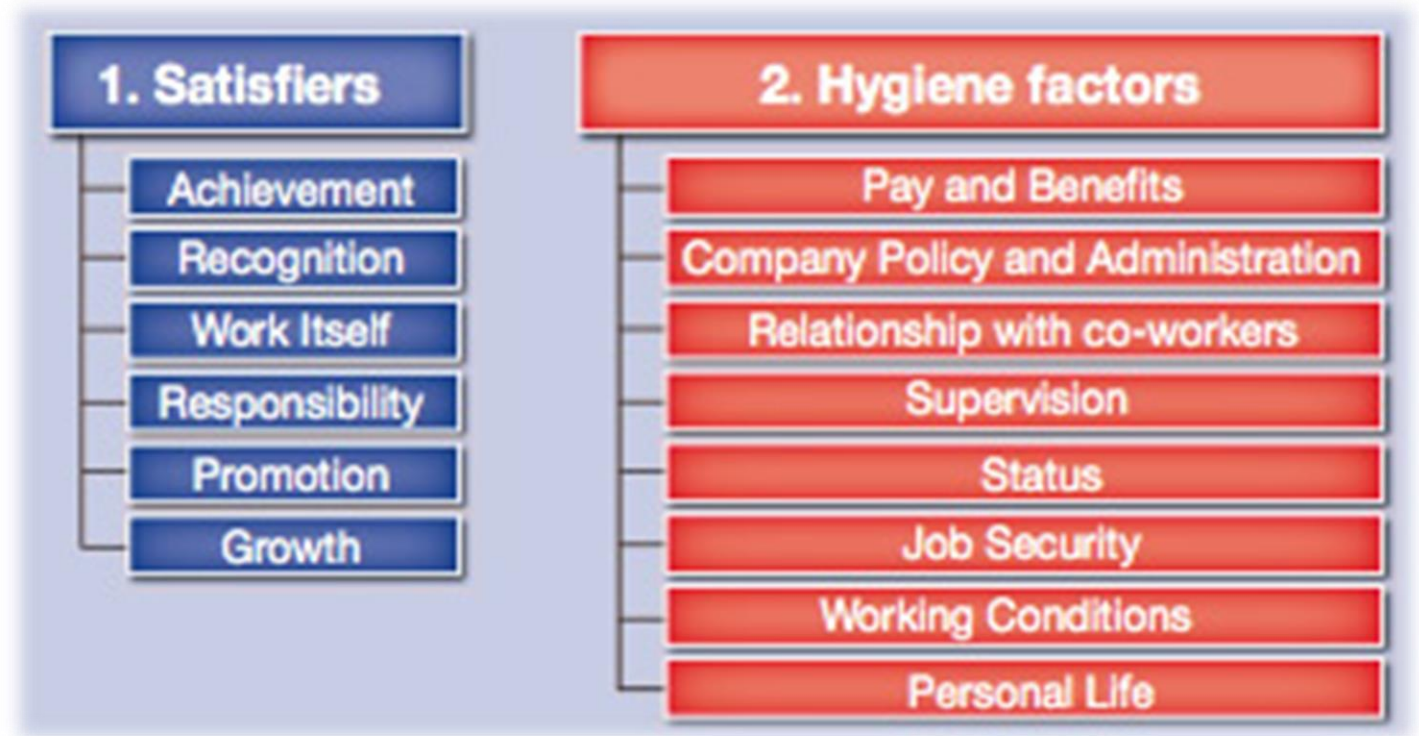
MASLOW

Maslow's Hierarchy of Needs



Mayo Theory

“Tesco aim to motivate its employees both by paying attention to hygiene factors and by enabling satisfiers.”
Tesco Case Study (2019)



Herzberg two factors

Conclusion

This above study has centred on the organisation Tesco to determine the goals and the purposes of the company and recognise the consumers as well as their expectation from the business. It has been determined how the organisation uses the workers to accomplish its goals and the way in which the organisation concentrates on Tesco stirring wheel (Customers, People, Operations, Finance)

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