

University of Wales

Trinity Saint David

Velichka Petrova

Assignment 1

**How organizational structure and culture can influence the
organizational performances of TK Maxx**

Business Report

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Lecturer: Nadeem Mirza

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Introduction

For years, specialists have been interested in the impact of specific factors on organizational structure, as well as the impact of these factors on overall organizational efficiency. Many of these impacts come from the environment, which in conventional thinking is generally divided into internal and external causes.

A corporation's organizational structure is focused on a subject that is important for operations management, people management, and other economic activities between the companies (Wamba, S.F, 2019). It has been demonstrated that organizational structure influences employee performance, meaning that a good organizational framework is essential for individuals to perform successfully in their occupations.

The core of organizational structure is the layout of departments and job functions in a company in the context of reporting relationships. A corporation's organization can be depicted as a top-down flowchart, with each connected node representing a separate position within the company that reports to the position above it and may manage the positions directly below it (Fitria, H., 2018).

Any corporate organization's structure is crucial for providing rules and explanations on certain issues and concerns, including authority. It defines the permissible reporting relationships that control the corporation's workflow, as well as the roles and responsibilities (Chen, H., 2019.). Structure leads not only to increased organizational capabilities, but also to processes that lead to greater performance.

It can be difficult for employees to recognize who they are accountable to in diverse scenarios without a formal organizational framework, and it might become unclear who is ultimately responsible for something (Giannakis, M., 2019.). Organizational structure improves organizational effectiveness by ensuring homogeneity among employees at all levels of a company.

Organization structure

The way a corporation does things is defined by its organizational culture. It encourages employees to collaborate and supports the company's goal. Your success rate is heavily

influenced by culture. The culture of your company has a significant impact on the success rate of your projects (Nakpodia, F., 2019.). Superior performance within a company, according to the study, helps to the establishment of a strong culture.

Some organizational arrangements can significantly limit your ability to execute projects. The first type of organization is one in which project teams do support activities. If your project organization also provides assistance, support issues are likely to occur and draw attention away from the project. If your organization is having difficulty finishing projects, you cannot blame project managers. They are merely attempting to work inside a culture that is hostile to their efforts. Managers, including the organization's leader, must take the lead in evaluating project culture. Until the culture changes, project managers will struggle to succeed (Zhang, X. 2019.).

The structure and culture of a corporation that encourages its people to speak up gives them more power. The power of people and the power of teams are defined by the company's culture (Foropon, C., 2019.). The structure of the firm defines the power and impact of leadership. The communication channels of a firm evolve in line with its structure. Creativity is the result of a positive organizational culture that encourages innovation.

The concept is that if a company is performing well, it will have shared values, practices, and morals. Once an organization has determined how it expects its employees to behave in the workplace, what employee attitude it expects, and what it wants its employees to achieve, it can put its structure in place and foster the development of culture, morality, and customs to achieve the anticipated boldness, manners, and goals (Tews, M.J, 2019.).

Many businesses have strong processes in place, and most people follow them. This is arguably the most crucial single factor in the overall success of the project. If your firm uses a good, scalable project management technique, you are more likely to be consistently successful on your projects.

Your organizational structure might help or impede project success to a lesser extent. The structure of your business can either block or encourage the overall success of your endeavors. This, in my opinion, is a less grave issue because you may change your organizational structure to some extent (Liu, S, 2019.). In actuality, you can, and some businesses do, change the

organizational chart on a frequent basis. Culture, on the other hand, is notoriously difficult to change.

A huge firm may need years to develop an extraordinary culture. Organizational culture varies from one to the another and is difficult to modify. Employees at the lowest levels of exceptionally large firms frequently assume that they are unimportant to the CEO and executive team, and as a result, they lack a strong feeling of corporate commitment (Lam, W., 2019).

Culture Influence

People in effective companies are often aware of their role in projects and what is expected of them (Zhao, J., 2019.). People are also significantly influenced by a company's structure and culture. Because organizations cannot work without people, distinct informal structures or environments evolve within the organization, resulting in a wide range of attitudes, perceptions, actions, and personalities with varying aptitudes. Active sponsors, interested clients, and management stakeholders who are actively involved make up this group. For example, the sponsor must provide quality assurance and serve as the project champion in his or her organization.

TK Maxx prides itself on being commercial, active, and a young business hungry for consistent growth and real market success. TK Maxx is a non-hierarchical workplace that offers plenty of opportunities for advancement and is always on the lookout for top talent (Foropon, C., 2019).

Employees at TK Maxx are responsible for maintaining the shop floor, putting out stock, and, most importantly, merchandise. Employees play a significant role in the organization, and they work hard to help their company reach its objectives. All employees, managers, and supervisors will be paid at the end of each month. The pay is usually based on how many hours they work each month (Parker, S.K., 2019.). They want to build a real future for children, which is the focus of all of our charitable partnerships. Despite the fact that charity begins at home, they wanted to help children from all over Europe with their Pan-European initiative as a universal business. They also encourage their Associates to donate to charities near and dear to their hearts through their community fund. Sincerity and honesty are central to everything they

do as a company. Whether their job requires them to interact with vendors, customers, or Associates, they make it a point to treat everyone with honesty and respect. This enables them to build supportive working relationships and, as a result, a more robust business (Foropon, C., 2019).

Finally, there is no such thing as the "greatest" organizational structure. An acceptable organizational structure is defined by the organization's goals, the environment in which the organization functions, and the sort of work conducted by the organization. Employees that perform well in a badly designed system tend to adapt to the poor system. Employees do not have complete control over the organization's procedures, processes, policies, and all supporting systems, which causes this issue (Allen, D.G., 2019.). These attitudes are frequently worsened by a performance management system that arbitrarily requires employees to behave in accordance with the system, structure, or processes that they have been compelled to embrace.

Because human behavior is regarded to be the most complicated, each individual is unique. A productive organization is confronted with a number of difficulties that may have an impact on employee behavior, either directly or indirectly. In some circumstances, the management of the organization must first study the specific task, determine the capabilities required, and form a team that can complement and match each other's expertise (Childe, S.J 2019.). To deal with a variety of issues, safety settings, people's capacities, and limits must first be evaluated. A person's organizational behavior can be influenced by a variety of factors, including personal, environmental, and organizational influences.

Every human being possesses certain hereditary and genetic characteristics (Roubaud, D., 2019.). These characteristics are unchangeable. In a company, if the manager is aware of each individual's limitations and traits, they will be able to implement the organization's behavior tactics more effectively. A person's organizational behavior can be influenced by a variety of factors, some of which are listed below:

- Personal characteristics:
 - **Biographic characteristics:**
- Skin, vision, height, complexion, and other physical traits are all examples of physical attributes. It has an impact on how people perform. Other qualities include being tall,

overweight, or slim. A person with a good personality is always expected to dress and behave well in an organization, regardless of whether there is a correlation between the behavior and physical structure or not.

- A person's age is an inherited feature. When it comes to improving performance, it is considered as an issue. Youth are expected to be more energetic, daring, innovative, risk-taking, and ambitious. As a person ages, their performance is more likely to deteriorate.
- Gender is a trait that is passed down from generation to generation. This topic has spawned several debates, disputes, and points of view. Women, it is often assumed, are more emotional than men. Minor differences between men and women can have an effect on their job performance. Some people have competitive drive, leadership, motivation, learning capacity, analytical skills, or problem-solving ability without regard to gender. Female employees, according to one study, had greater turnover rates. This is due to the fact that women are more prone than men to leave their occupations for personal reasons (Foropon, C., 2019).
- Experience - The longevity or experience of an individual is crucial within the organization. It produces a lot of theories and misconceptions due to the seniority factor. Work experience is also recognized as a useful predictor for increasing output while improving efficiency and effectiveness. Work performance and seniority have an inverse relationship. Employee turnover is also considered disadvantageous in terms of seniority.
 - **Learned Characteristics:**
- Learning is defined as a long-term change in an employee's behavior as a result of interactions with his or her surroundings. A person's biographical qualities cannot be altered. As a result, the organization's management were eager to learn, analyze, and anticipate the learned attributes, which comprised personality, perception, and values (Foropon, C., 2019).
- Perception is the point of view that helps in interpreting a situation. It is also seen to be the process through which knowledge enters minds and acquires sensible meaning for the entire world.

- Values are described as a universal idea that directs varied judgments and actions in a number of contexts. It is a person's belief that is founded on true, good, and desired beliefs. It is strongly embedded in humans, as evidenced by their behavior. Furthermore, most of the time, values are directly influenced by teachers, parents, friends, and a variety of other external events that have drastically altered the person's views, attitudes, and thoughts. In corporate behavior, values are vitally essential. It helps to comprehend a person's motivation and attitude, as well as the influences of their perceptions or point of view.
 - **Environmental Factors** - A person's behavior is greatly influenced by the external environment:
 - Employment Status - An individual's employment status has a direct impact on his or her conduct. Even if the individual is dissatisfied with his or her job, he or she must continue to work because there are fewer job opportunities available to him or her. In such cases, it is vital that they remain loyal to the company in order to increase production; they are only remaining in the same organization because of the monetary rewards provided to them (Nakpodia, F., 2019).
 - Wage Rates - The salaries offered by the company or organization are of primary relevance to every employee. The company's monetary terms have a direct impact on a worker's or employee's decision (Nakpodia, F., 2019).
 - General Economic Environment - Whether working in the public sector or a government office, many employees are unaffected by the economic cycle. They will be compensated regardless of their economic standing inside the company. Employees in the private sector are mainly influenced by a good income and job stability, although former employees may be motivated by other factors.
 - Similarly, there are several other environmental aspects in a corporation that may influence employee behavior, such as social concerns, political influences, or the legal environment.
 - **Organizational Factors** - It has a diverse set of resources and organizational structures, which include:

- Physical Facilities - The physical environment at a workplace is defined as a collection of good people and things that can have an impact on others. Certain factors, such as cleanliness, light, ventilation, noise level, job type, number of people working, and so on, have an impact on an individual's behavior (Nakpodia, F., 2019).
- Structure and Design — The organization's structure and design are related to how each department is organized. An individual's performance and behavior are directly influenced by where that person fits in the overall organizational hierarchy.
- Leadership entails the establishment of a leadership system by the organization's management to provide individuals with the necessary support, counsel, guidance, direction, and coaching. The behavior of each employee is heavily influenced by the behavior of the same organization's executives or superiors.
- Individuals' performance and behavior are directly influenced by the organization's reward system, which was developed so that employees could compensate.

Conclusion

It is of main importance for every company to have very proper and strict organizational structure so the whole process and functions can be run smoothly and with maximum results. Many companies not achieving the maximum results, because they not create proper and good organizational culture and this cost to them less profit and turnover as a negative result (Nakpodia, F., 2019).

Understanding the members behavior and how they are influence, but the internal and external factors is of main priority as we can see from the provided report above where we discuss all facts and evidences related to the motivation, factors and the influence for the company members.

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