

INTRODUCTION THE MODERN WORKING PLACE

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Module name – Introducing the Modern Working Place (LCBB4003)

Assessment 1- FEB.20 TERM.1 Weekend

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INTRODUCTION

The organization is often affected by many variables that shape and impact the decision-making phase of the company. The organization deals with various individuals who have varying values, traditions, as well as the experiences who also help to build the nature of the company and the activities, no. of teams and staff in it aids to establish a framework within the organization where specific ideas, frameworks, strategies, and procedures are implemented. The task would also include details on the framework and culture of the enterprise and its relation to operational success with the aid of applicable hypotheses and models. Walmart is the company that has been selected.

CONNECTION IN STRUCTURE, CULTURE, PEOPLE, AND OUTCOMES OF THE ORGANIZATION

Organizational culture, framework, and personnel are the 3 highly essential aspects of an organization that aids to promote progress and development and therefore helps to accomplish the goals and priorities of the company. Such three elements, if selected or built correctly, will contribute to the fast growth of the company such as Walmart, which is also a supermarket chain that services a lot of customers regularly which often enhances and increases the efficiency of activities (Hartnell et al., 2019).

REVIEW OF LITERATURE

Organizational performance relies on the numerous factors that exist in the operational context of the workplace which is related to the persons participating in the business, as well as on the forces that impact the position of the business. It is also affected by the skills, knowledge, experience, and ability to perform the task or activity within the business organization. The higher the level of these aspects of a person, the higher will be the performance of the individual (Abubakar et al., 2019).

Organizational staff is the personnel or employees of the company who operate with them and perform their activities to accomplish their aims and priorities of gain, prosperity, advancement, and progress. People are vital to an organization because they're the ones carrying out all the organizational processes as well as are often determined by the culture & framework of the organization and impact the employees' performance. The employees of the company are often a significant part in increasing the efficiency and profitability of the operations of the organizations (Naser and Al Shobaki, 2017).

An organizational framework is defined by relatively predictable, routine, or spontaneous actions and expertise of the workers of the company to assure that the goals of the business are achieved. Such an understanding of the organizational system is founded on a basic assumption. It is deliberate, i.e. on the basis that perhaps the organizational structure has its meaning. The purpose of the structure suggests that it is a strategic instrument in the hands of those managing the enterprise used to manage the corporation's activities against the accomplishment of the operational objectives (Ahmady et al., 2016).

Organizational culture may be defined as 'a collection of views, concepts, values, and behaviors shared by the members of the community. Organizations have been developed and introduced by common experiences allowing its members to understand the meaning of the world surrounding themselves and the direction in which they perceive and behave. This definition, therefore, implies that the content of corporate culture has a behavioral and a compositional element. The essential characteristic comprises of the shared beliefs, principles, expectations, and attitudes of the group's members which also shape their mental (reflective) procedures (Felipe et al., 2017).

ANALYSIS

The forms of culture which exist and could be embraced by an organization are being described well by the aid of a prototype and this prototype is provided by Charles Handy and is therefore recognized as the Handy's Cultural Prototype (Kennedy et al., 2020). This prototype has clarified 4 forms of culture and these are as given below-

- ✦ **Task culture** is concerned with the success of the employees in the company and offers them such perks as the incentives that inspire everyone to function well.
- ✦ **Power culture** is concerned with the authority provided to employers who are identified with their role and status and they use this control to manipulate staff to conduct activities or tasks within the company (Kennedy et al., 2020).
- ✦ **People's culture** is correlated with the staff present in the enterprise and that this form of culture is scarcely embraced and appreciated by the practices of the companies.
- ✦ **Role culture** is concerned with the positions and responsibilities of the employees of the company which implies the position of the employee within the organization, as well as the tasks he needs to do, are the responsibilities of that position (Kennedy et al., 2020).

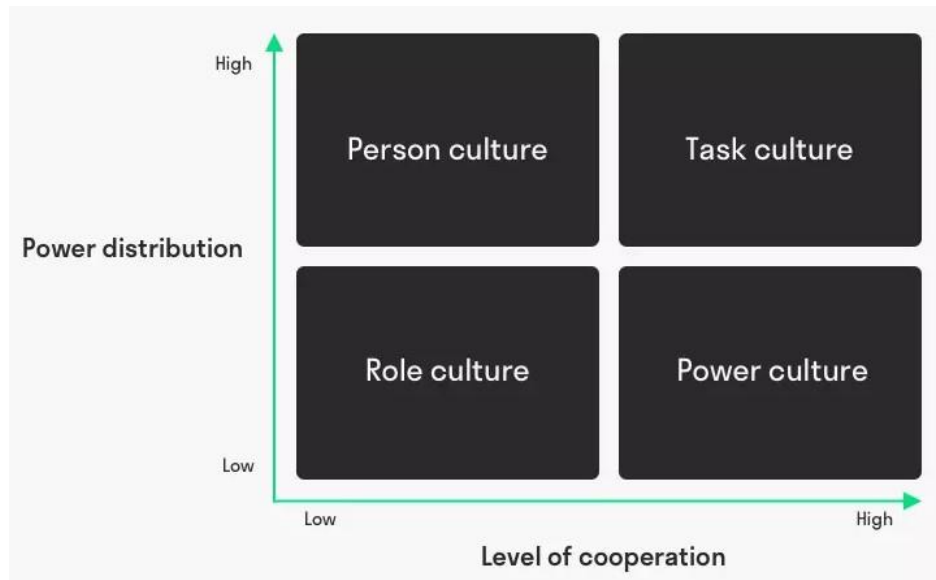


Figure: Handy's Cultural Model

Source: Ruck, 2017

CULTURE AT WALMART ORGANIZATION

The culture of the Walmart organization is comprised of 4 main factors that help in guiding the behavior of the employees that defines the capacity of the organization of value addition while providing retail and other such utilities to the customers (Muñoz et al., 2018). These 4 factors are further recognized as beliefs of the Walmart Organization and these factors are:

- † Utility to consumers
- † Respect towards the workers
- † Striving for excellence
- † Acting with integrity

Concerning consumer support, the organization gives preference to clients in its activities. Walmart also acknowledges the commitment of each worker to the growth of the company. The company looks for consistency in the success of its employees, individuals, and the enterprise as a whole. Walmart advocates the values of transparency, justice, and neutrality in judgment-making systems in pursuit of preserving dignity. Therefore, it can be said that the Walmart follows the person culture and along with this, it also emphasizes on its consumers and the way to assist them because both the consumers and the employees are an important asset for the Walmart to enhance their

productivity and efficiency which will raise their market share and market value also (Muñoz et al., 2018).

ORGANIZATIONAL CULTURE INFLUENCE ON THE ORGANIZATIONAL PERFORMANCE

The corporate culture of Walmart Company reflects the mentality, moral principles, and values of the owners and staff of the business, and many corporations are considered to have a toxic environment in which personnel is aggressively pursuing promotions and bonuses and lack regard for each other's opinions and sentiments. Many companies have a family-like culture or a group that encourages creativity. Organizational culture has a positive effect on the operations of Walmart which helps to track the efficiency of employees. It is obvious that perhaps the organizational culture can have a positive and negative effect impact on the success of the business. Nonetheless, the introduction of new approaches and philosophies within the Walmart organization has persisted to promote the growth of the work climate and to increase results (Nikpour, 2017).

ORGANIZATIONAL STRUCTURE INFLUENCE ON THE ORGANIZATIONAL PERFORMANCE

The term "organizational framework" refers to the internal corporate environment and there are various forms of frameworks implemented by organizations as per their existence, scale, and degree of growth in various nations. Such frameworks can be flat or wide, modular, divisional, or matrix systems which may also be adjusted according to the specifications and needs of the moment in the market operation of the client. The corporate arrangement would be so that workers will be allocated and prepared to function efficiently with the positions they have been appointed so that is achievable because they are granted employment or clustered due to the abilities, expertise so strengths they acquire. They would be ready to do so with greater flexibility and productivity than is feasible if the optimal arrangement is selected within the context of the Walmart organization (Marín-Idárraga and Cuartas, 2016).

ORGANIZATIONAL PEOPLE INFLUENCE WHILE SUSTAINING ORGANIZATIONAL PERFORMANCE

Employees working in the organization shall control the quality of their jobs. Workers are the heart of the business, since they are the functioning bodies of a corporation and execute everyday activities in the business. The company's staff tend to enhance its efficiency and assist in adopting

a strategy aimed at optimizing production and thereby helping to increase productivity. Walmart's management ensures that employees strive to develop by presenting them with adequate training and learning opportunities and also ensuring that the trust among them is preserved, which helps to enhance their productivity and contributes to an improvement in the jobs program. Skilled and competent as well as satisfied staff bring effective steps to the initiative to boost productivity and help to build meaningful operational performance (Saha et al., 2016).

CHOSEN BUSINESS ORGANIZATION'S DESIGN

The structures embraced by the organizations are distinctive and are classified into 5 groups, the primary three are the functional frameworks, the divisional frameworks, and the matrix framework, while the remaining two being the team framework and the network device frameworks (Otoom et al., 2019). These frameworks are described as follows:

- ✦ **Matrix Framework-** The business having a matrix framework is a mixture of the functional and divisional framework of the corporation. There, workers are classified as per the duties conducted in the various divisions of the company and, thus, this arrangement takes into consideration both the systems before separating staff into categories (Albers et al., 2016).
- ✦ **Functional Framework-** The organizational framework inside the organization is a system that contributes to staff organized as per the roles of the company. In this, workers that possess the abilities and experience of the same capabilities are made to team up and notify their functional managers those who hold all the critical actions and judgment.
- ✦ **Divisional Framework-** The divisional framework varies from the functional framework because the divisional framework is centered on the various divisions existing in the organization. There, workers are classified as per the different current divisions of the company, such as HR, advertising, accounting, IT, R&D, operations, etc. (Otoom et al., 2019).
- ✦ **Group Framework-** This framework refers to a mechanism in which employees function together to achieve the performance of the company. Such a system increases the monitoring at jobs because the worker communicates with his or her supervisors or the team chief, and the activities of the employees are overlooked by their actual supervisor.

The organizational manager is responsible for monitoring the performance of employees in the company's processes.

- ✦ **Network Framework Architecture-** The network system applies to the structure of a company having a corporate basis that controls all the functionality of the entity and also regulates all operations that seek to increase the stability of its services and contribute to a forecasted development for the company (Albers et al., 2016).

WALMART ORGANIZATIONAL DESIGN PURSUED

Walmart is a public limited UK-based retail supermarket. Walmart's corporate framework is a hierarchical functional framework. This framework has 2 components: hierarchical and functionbased description. The hierarchical function applies to the linear chain of command and control within an organizational framework. Roles and duties in this framework are divided into many parts to guarantee the training is worked out efficaciously and smoothly. Those at the top of the company's management level get the most responsibilities and control. It often helps to prevent the circumstance of disorder or misunderstanding and confrontation between all the leaders, regardless of their place in the hierarchy. The function-based concept of the organizational framework of the organization includes classes of workers conducting those tasks (Green et al., 2020).

The biggest consequence of Walmart's structured functional organizational framework is the power of senior executives to control the whole organization. For instance, the latest plans and initiatives implemented at the executive offices of the organization are transferred straight to regional and store administrators. Efficient supervision and management are therefore accomplished via Walmart's unified functional organizational framework. The drawback to this management arrangement, though, is that there is insufficient funding for operational versatility. The lowest layers of the hierarchical system cannot readily change operating policies owing to the lengthy period of coordination and acceptance spanning middle management and senior administrators at Walmart head offices (Green et al., 2020).

CONCLUSION

It can indeed be inferred how this task offered a quick overview of the culture and function of the Walmart Organization and its effect on organizational efficiency. This has included all the material elements that are important to the company's framework and culture and has also been properly

implemented according to the necessity. This has also led to the effect of the structure as well as the culture of the organization on its results, with the aid of the related philosophies, principles, frameworks, and strategies which are utilized inside the Walmart Organization.

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