



**Workplace Culture and its Impact on Organisational
Efficiency**

BMSW105_LON – FORMATIVE SUBMISSION

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This report is evoked from my workplace, where I have recently been appointed as the Group President at the Student Union (SU), working in partnership with the University of Wales Trinity Saint David (UWTSD). They are an independent led charity, who work alongside the university while ensuring that all students are being heard. They achieve that by empowering students, while supporting and enhancing their experience across the campuses and beyond. Nonetheless, the charity is led by a symbiotic approach, ultimately, through union's democracy which focuses on political decisions on how the students interest are represented, along with the union's governance which focuses on how the charity functions.

However, although this process has not changed, in the wake of the pandemic (Covid-19), a lot has changed for the workplace. Primarily, for the students in which they represent. These multiplex have taken place around learning, socially distanced, experiences and financial imperitiveness for students, shareholders and stakeholders involved, such as risks assessments and covid prevention facilities. It may have affected the organisational culture and its performances. Nevertheless, the SU are a pivotal part of the mystery during these unprecedented times.

Similarly, the SU are proficient and skillful in gathering information, and have the ability to have an impact on students through platforms, such as social media via their officers, and activities which the university may not always be able to reach. The SU is the headstone and reliable to student engagement which is paramount in problems solving and decision making.

The final report will expand and elaborate on these aspects, but more importantly how the issues mentioned and more has affected the organisational culture, environmental factors and ethics. The pandemic has had great impact on how the SU engages with the students and how often. In addition, it has affected the relationships with shareholders and stakeholders in their approach and services by doing certain things differently. The report will depict the external factors and within the organisation in the light of pandemic.

As a result, a pestle analysis for the SU will be executed followed by the Porter's five forces then observed by a SWOT analysis. Subsequently, analyse the SU's organisational structure and its elements while comparing them with another organisational structure. The different types of cultures will be assessed, in this case specifically the hierarchy culture where I will define and discuss its advantages and disadvantages. Consequently, the McKinsey 7S model will be practical in order to expedite change if any, while enforcing newfangled scheme by understanding of the cultural web. Furthermore, to support and create new cultural environment within the SU the Kotter eight step plan will be adhered to.