

UNIVERSITY OF WALES

TRINITY SAINT DAVID

Done by. Mumin Ahmed
1705534

Tutor: Syed Muhammad Hammad

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WORKPLACE

When someone works for her or his employer where is located this is called for a workplace. In this modern age its play significant role in work how is the workplace.

Key features of workplace:

There are three key features of workplace:

1. Registered
2. Physical / Invisible data
3. Application of state/ Employment law.

MODERN WORKPLACE

Modern workplace is where work perform modern way. It's mean the way of modern learning process. It does not mean typical change it is a way of learning process.

INTRODUCTION

Kelloggs is a multinational food manufacturing American company. Kelloggs produces their product more than 18 countries an export more than 180 countries. Kelloggs

largest factory situated at Trafford park in Trafford, Greater Manchester , United kingdom which is located of its European headquarters.

Kellogg achieve a Royal Warrant from Queen Elizabeth II and the prince of wales.

LOCATION: Kelloggs headquarter situated USA. The company have lots of factories over 18 countries and and huge market place all over the world.



Kelloggs headquarter

HISTORY OF KELLOGGS:

Kellogg was founded as the Battle creek toasted corn flake company on 19 , 1906. Will Keith Kellogg was the founder of the kellogg. That time the company produced and marketed the huge rang of success kelloggs toasted corn flake and the renamed the kelloggs company in 1922. In 1930 the kellogg company declare that most of the factories employee's shift would be 30 to 40 hrs

Kellogg explained that he did this the reason is an supplementary shift of workers would be active in an effort was same and continued shortly after war. on the other side some departments and factories kept locked in 30 hours per week until 1980.

the company had reached its all time peak, holding a tremendous 40 percent of the US ready-to-eat market from its cereal products only. in the meantime, the company has established more than 20 mills in 18 countries thought the globe. The yearly sales volume was no less than \$6 billion US dollar. however , from the beginning of 90s, the company started facing the pressure from its competitor. The producing capacity of the company unimaginative so that Kelloggs started to create others marketplace instead of the of the United States and that of United Kingdom.

RANGE OF PRODUCTS AND SERVICES:

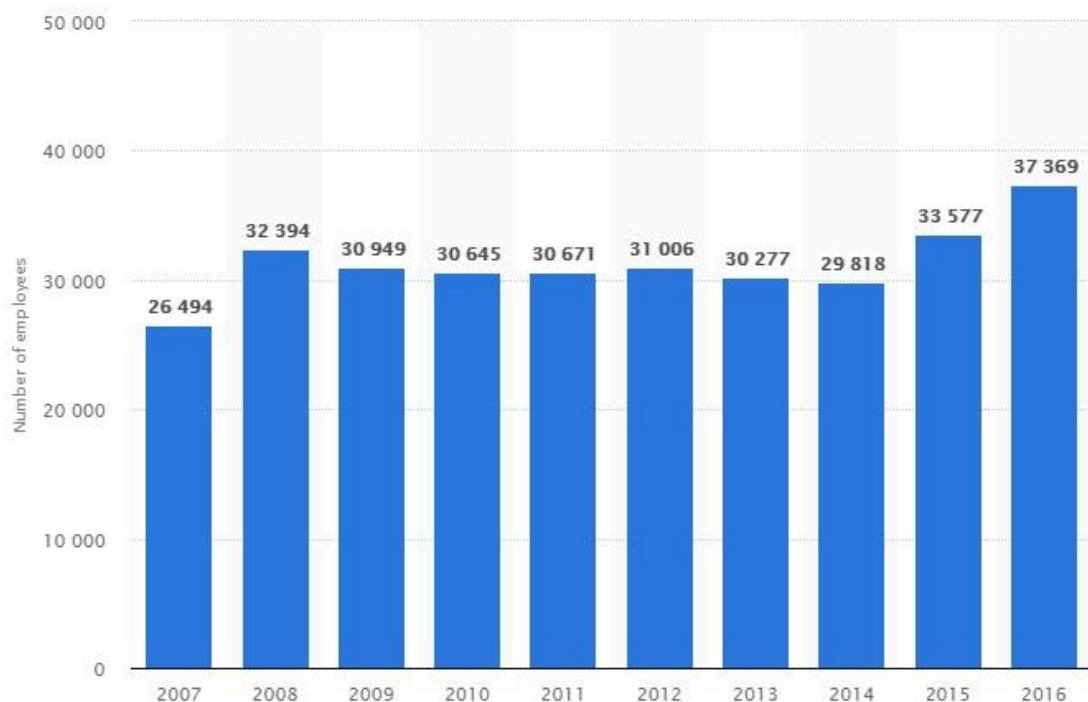
Kelloggs produces huge range of products. They produce variety of products contains with many crisps and meals

Inspired by an energy for individuals, quality and development, Kellogg made the first-historically speaking breakfast oat and afterward molded a whole industry.



Kellogg soon turned into an easily recognized name; his mark, a confided in stamp. Today, W.K. Kellogg's inheritance keeps on rousing us. Cooperating, we make snapshots of joy for individuals around the globe with organization very much cherished brands. Furthermore, as the organization keeps on developing, organization individuals develop with it. Through Kellogg's esteems based culture, they make a more grounded future consistently — advancing groups and sustaining vocations by putting individuals first in all that they do. The organization is where advancement lives on, where organization never quit learning and where organization amped up for tomorrow. Also, everything began essentially with a solitary corn piece and W.K. Kellogg's faith in better nourishment for all.

Number of employees of kellogg'



Collected from [statista.com](https://www.statista.com)

This measurement portrays the quantity of representatives of the Kellogg Company worldwide from 2007 to 2016. In 2016, Kellogg's utilized 37,369 individuals around the world. Kellogg's produces oat and accommodation nourishments and claims the accompanying brands (among others): Corn Flakes, Frosted Flakes, Rice Krispies, Special K, Pringles, Pop-Tarts and Nutri-Grain.

The Kellogg Company

The organization's first item was Kellogg's Toasted Corn Flakes and turned into its lead item. After a few item and bundling makeovers over the course of the years, the untouched most loved grain is showcased under the brand Kellogg's Corn Flakes all through various markets overall today.

Besides, Kellogg's image portfolio additionally incorporates Nutri-Grain, Froot Loops and Frosted Flakes. With a specific end goal to extend its offerings outside of the breakfast domain, Kellogg's obtained a few different brands, for example, Keebler, Morningstar Farms, Cheez-It, and Pringles; helping it contend among the main saltine and nibble nourishment firms and making it the second biggest maker of treats, wafers and appetizing snacks in 2014.

Ref: [statista](https://www.statista.com)

STRUCTURE OF KELLOGG

Kellogg's Internal Environment -Corporate Structure



Organizational Structure

Kellogg has a Cooperative Form of Multidivisional Structure.



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In the picture it says Kellogg's has a multidivisional structure. In the headquarters there is a president. The president links up with two different departments. The two departments are Government Affairs and Legal Affairs. Next to Government Affairs and Legal Affairs there are five multidivisional departments. These five multidivisional departments cooperate with their next five divisions. There are five product divisions.

ORGANISATION :

When there is money/products, experience and a professional team then we can say it is an organisation. These are the main elements of organisation. When all elements are combined and have a certain target of goal and success then it is called an organisation.

Lean and mean play a significant role in an organisation.

LEAN: Lean is that organisation which constantly looks for productivity.

MEAN: Mean is that organisation which controls the loss and prevents risk of organisation.

IMPORTANT ELEMENT OF ORGANISATION:

There are three important element of organisation:

1. Professional people
2. The relevant resource and structure
3. Legal prospectiv and agreed organisation object.

Organizational Structure:

What is 'Organizational Structure'

Organisation structure come up with the framework for the activities demanded to gain these aims. they are clarified by Child as incorporating all of them tangible regularly happening features which support to shape its members behavior.

they specify and clarify all activities they needed grouped together into units, function and departments, who responsible for his work, who report to whom the the shapes of authority emanating from the top of the organization.

Hierarchical structure is a framework that comprises of express and verifiable institutional guidelines and strategies intended to plot how different function parts and obligations are designated, controlled and facilitated. Authoritative structure likewise decides how data streams from level to level inside the organization. For instance, in an incorporated structure, choices spill out of the best down, while in a decentralized structure, the choices are made at different diverse levels.

REFERENCE

CHILD,J (1977) Organization: a guide to problem and practise, Harper and Row London.

Separating 'Organizational Structure'

Authoritative structure, expressed just, characterizes a particular pecking order inside an association, and organizations of every kind utilize it vigorously. A fruitful authoritative structure characterizes every representative's activity and how it fits inside the general framework. This organizing furnishes an organization with a visual portrayal of how it's formed and how it can best push ahead in accomplishing its objectives. Authoritative structures are regularly delineated in a type of outline or graph.

Basic Types of Organizational Structures

Flatarchy, a more up to date structure, is the third sort and is utilized among numerous new companies. As the name insinuates, it straightens the order and levels of leadership and gives its representatives a considerable measure of self-rule. Organizations that utilization this sort of structure have a rapid of execution.

The fourth and last authoritative structure is a framework structure. It is likewise the most befuddling and the slightest utilized. This structure lattices representatives crosswise over various bosses, divisions or offices. A worker working for a matrixed organization, for instance, may have obligations in the two deals and client benefit

Authoritative culture:

hierarchical or corporate culture as characterized by Charles Handy is the unavoidable lifestyle or set of standards and qualities that advance in an association over some stretch of time. Standards are unwritten however acknowledged tenets which tell individuals in associations how they are relied upon to act. They might be worried about such things as how supervisors manage their staff, how individuals cooperate, how hard individuals should work or the degree to which connections ought to be formal or casual. Esteem are convictions on how individuals ought to carry on with as to such issues as administer to associates, client benefit, the accomplishment of superior and quality, and development.

culture shows in shared conviction and specifically practices and is thus affected and adjusted by conduct.

T S Eliot made this point in notes Towards the Definition of culture when he composed that 'what we have confidence in isn't simply what we plan and subscribe to...behave is additionally conviction.

Charles Handy distinguished four kind of culture;

1. Power culture: The power culture in which there is a focal power source which practices control. There are few tenets or methodology and the air is focused, control orientated and political.

2. The part culture in which work is controlled by systems and rules and the part, or expected set of responsibilities, is more imperative than the individual who fills it. Power is related with positions, not individuals

3. The errand culture in which the point is to unite the correct individuals and let them get on with it. Impact is construct more with respect to master control than on position or individual power. The way of life is versatile and cooperation is critical.

4. The individual culture in which the individual is the main issue. The association exists just to serve and help the people in it.

Individual's state of mind to change will be affected by the way of life of their association. It might give a domain in which change is invited or it might repress change. Any endeavor to change structures, frameworks or procedures needs to assess the degree to which the new game plans fit the way of life and, in the event that they don't, what should be done to guarantee a nearer fit or to change the way of life.

CONCLUSION

Any kind of organization's success and failure depends on organizational policy.

Organizational policy leading management and leadership. Leadership and management leads employee of an organization. Employee get skilled, trained experienced from workplace. In this modern era it is very important, the situation of workplace. Modern workplace can be a symbol of success in an organization. After all discussion we can see Kellogg's established as one of the profitable and successful all over the world.

REFERENCE

HANDY CHARLES(1981) Understanding Organizations,Penguin books,
Harmondsworth.
Eliot,T S (1985) Notes towards the Definition of Culture, Faber & Faber, London.