

REPORT SUMMARY ON

WORKPLACE CULTURE AND ITS IMPACT ON ORGANISATIONAL EFFICIENCY: A CASE OF EASY JET

Module name: Joshua Magezi

Module Code: BMSW5105

Student No: 2110652

SUMMARY REPORT ON WORKPLACE CULTURE AND ITS IMPACT ON ORGANISATIONAL EFFICIENCY: A CASE OF EASY JET

Workplace culture is the set of shared values, beliefs, attitudes, behaviours, and practices that shape the way people work together within an organization. It is an important aspect of organizational behavior and has a significant impact on employee motivation, engagement, job satisfaction, and performance. A positive workplace culture is characterized by open communication, mutual respect, collaboration, trust, transparency, and a sense of purpose. This type of culture fosters a sense of belonging among employees, promotes creativity and innovation, and encourages a growth mindset. On the other hand, a negative workplace culture is characterized by poor communication, micromanagement, lack of trust, discrimination, and toxic behaviours. This type of culture can lead to high turnover rates, low employee morale, and reduced productivity (Teasley, 2017).

Easy Jet

EasyJet is a British low-cost airline that operates flights across Europe, North Africa, and the Middle East. It was founded in 1995 and is headquartered at London Luton Airport. EasyJet has a large fleet of over 330 aircraft and operates over 1,000 routes to more than 150 airports. The airline's business model is based on offering low fares to its customers by operating a point-to-point network, reducing costs through the use of online booking and self-service check-in, and using a single aircraft type to simplify maintenance and training.

Culture and structure

Organizational structure and culture are closely related and influence each other in various ways. Organizational structure refers to the formal system of authority, communication, roles, and responsibilities that govern how work is organized and performed within an organization. Culture, on the other hand, refers to the shared values, beliefs, norms, and practices that guide the behavior of individuals and groups within an organization (Pheysey, 2002).

The structure of an organization can shape its culture by setting expectations for how people should interact, communicate, and work together. For example, a hierarchical organizational structure with rigid reporting lines and centralized decision-making can create a culture that values compliance, obedience, and following rules. In contrast, a flat organizational structure with decentralized decision-making and a focus on teamwork can create a culture that values collaboration, innovation, and creativity (Pheysey, 2002).

Pros and cons of culture and structure in an organisation

Both culture and structure have advantages and disadvantages in an organization. It is important for organizations to find a balance between the two and adapt to changing circumstances to ensure they are aligned with the organization's goals and values (Lewis, 1994).

PESTEL analysis and organisation culture

PESTEL factors can impact organizational culture by shaping employee expectations and behaviours, creating new requirements or expectations for businesses, and affecting employee well-being and work conditions. It is important for organizations to consider these external factors when designing and managing their organizational culture to ensure they are aligned with their strategic objectives and values (Motivic, 2020).

Ethical practices at easy jet and their benefits

EasyJet is a UK-based low-cost airline that operates across Europe, with a focus on sustainability and responsible business practices. EasyJet's ethical practices demonstrate the airline's commitment to sustainability, social responsibility, and employee welfare. These practices not only benefit the environment, society, and employees but also contribute to the airline's reputation, competitiveness, and financial (Drucker, 1981).

The benefits of these ethical practices for EasyJet and its stakeholders

The benefits of EasyJet's ethical practices extend beyond the airline itself to its stakeholders, including customers, employees, suppliers, shareholders, and the wider community. EasyJet's ethical practices benefit not only the airline itself but also its stakeholders, including customers, employees, suppliers, shareholders, and the wider community. These practices contribute to the airline's reputation, competitiveness, and financial performance while also promoting social and environmental responsibility (Noreen, 1988).

Recommendations

changing an organization's culture is a challenging but essential process that requires a systematic and strategic approach. By developing a clear vision and mission, communicating the need for change, involving employees in the process, providing training and support, modelling the desired culture, celebrating successes, and being patient and persistent, organizations can successfully navigate the difficulties of cultural change and create a positive and sustainable culture.

References

Drucker, P.F.(1981). What is business ethics. The public interest, 63(2), pp.18-36.

Lewis, D.S. (1994). Organizational change: relationship between reactions, behaviour, and organizational performance. Journal of Organizational Change Management, 7(5), pp.41-55.

Matovic, I.M., 2020) September. PESTEL Analysis of External Environment as a Success Factor of Startup Business. In ConScienS Conference Proceedings (pp. 96-102). Scientia Moralitas Research Institute.

Noreen, E. (1988). The economics of ethics: A new perspective on agency theory. Accounting, Organizations and society, 13(4), pp.359-369

Pheysey, D.C. (2002). Organizational cultures: Types and transformations. Routledge