

**Workplace Culture and its impact on Organisational
Efficiency
(BMSW5105)**

University of Wales Trinity Saint David

Assignment 1

Student's name: Asya Galyova

Student's number: 1905706

Tutor's name: Rixon Nting

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Executive summary

The report has analyzed the organizational culture and its impact on organizational efficiency in reference to JD Sports Plc. It discussed that organizational culture is made up of shared assumptions, beliefs, and values about how decisions must be made, how individuals must act and behave, and how work tasks must be carried out. The study discussed some key business environmental scanning or analytical tools and evaluates external environment factors such as PESTEL analysis and Porter's Five Force Model. It has also discussed key drivers for the changes in the business environment related to the impacts of the COVID-19 situation. The study determines ethical dilemmas in the company that influence the business performance. The study suggested that a powerful culture can improve entire business performance by encouraging the workforce and coordinating their behaviour towards specific performance targets and a vision that profits the organization.

Introduction

At the workplace, culture is recognized as a very powerful factor which deliberately and consciously cultivated and is passed on to the incoming workforce (Varelas and Georgopoulos, 2017). Organizational culture is made up of shared assumptions, beliefs, and values about how decisions must be made, how individuals must act and behave, and how work tasks must be carried out. A powerful culture can improve entire business performance by encouraging the workforce and coordinating their behaviour towards specific performance targets and a vision that profits the organization. The report has one purpose: to analyze the organizational culture and its impact on organizational efficiency. The necessity of effective organizational culture will be discussed in this case study in reference to JD Sports plc. The study will discuss some key business environmental scanning or analytical tools and evaluate external environment factors such as PESTEL analysis and Porter's Five Force Model. It will then discuss key drivers for the changes in the business environment related to the impacts of the COVID-19 condition. In addition to analysis, the study will critically assess the workplace culture of JD Sports plc then evaluate the relationship between the company's present culture and its effectiveness in acquiring both non-finance and finance performance. To briefly understand the business ethics of the chosen company, the study determines ethical dilemmas in the company that influence the business performance. After analyzing the entire study, the report will provide some suggestions to the company from an ethical viewpoint.

Background to the organization

JD Sports plc is a British Sports Brand founded in 1981 by David Makin and John Wardle which is based in Bury, Greater Manchester, England, and the UK. The key peoples of the company are Peter Cowgill as the Executive Chairman of the board and Neil Greenhalgh as the CFO and executive director (Parkinson, 2018). Under the guidance and management of these key people, the company successfully generated revenues of around 6,110.8 million pounds and a net income of around 250.7 million pounds in 2020. Around 34,885 workers are empowering the company in achieving its business objectives. Its subsidiary brands are Blacks, Chausport, Fishing Republic, JD Gyms, Sprinter, Footpatrol, Scotts etc. the company is presently trading as a retailer of fashionable branded sports and casual wear.