



Introducing the Modern Workplace
Assessment-1

Title: Organisational Structure and Culture

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Introduction

"Work" becomes less about being where people go for work, and more about what people are doing. The setting or environment in which the work is carried out is less significant. The way business networks are used is forced by digitalization and the Internet of Things (Edmondson, 2018). Enhanced networking technologies and communication platforms have enabled mobile work to be part of daily life. The organisational structure outlines how certain activities are directed, culture includes values that guide member behaviour, people are all the individual who related to the organisation all are incredibly significant and all effect the organisational performance. The study will analysis the relationship between structure, culture, people and organisational performance. The analysis of organizational behaviour provides insights into the behaviour and performance of workers at work. This study would finally include a thorough understanding of organizational behaviour in organizations. In addition to the organizational structure and culture, the various leadership types and approaches to management are explained.

Organisational Structure

The organizational structure refers to the corporation's standards, guidelines and procedures for achieving its goals. The flow of information is also determined by structure. The corporation and its staff are important to choose right organizational structure. There is no best way to secure market results than choose right organisational structure (Dubey et al., 2017). Adequate corporate structure is determined by the business's particular approach, its unique customer base, its unique sense of goods and services, and the handling of these aspects as they are distributed around the organization. Companies prefer to arrange themselves in a variety of ways, depending on their requirements. The organizational structure might include the following:

- ❖ The structured function and authority structure within the company.
- ❖ The way an organization registers its business.
- ❖ Policies and procedures for assigning roles to managers.
- ❖ The organizational chart.
- ❖ The hierarchy structures.

The following are some of the most important structures-

Functional Structures: This are perhaps the most popular form of corporate structure applied worldwide. An organisation splits itself into numerous divisions within this system. Persons with identical credentials in their respective departments are paired together.

Divisional Structures: The Divisional structures vary from functional structures in that they do not believe in organizing individuals with common abilities into separate units, but instead disperse them across the organisation as appropriate. In case of divisional structures, if a retail outlet has branches in various locations, so each city will be provided with a separate customer service instead of a single department for the whole business.

Matrix Structures: There is a mix of functional and divisional structures. In certain instances, this is a highly useful form of structure (Morozenko, 2018). It is composed of staff from the various divisions of the company that have been assembled for a particular purpose. Project Managers typically oversee them and report directly to the organization's head.

As per findings of the research, the structure of the organisation has an effect on the performance of workers (Jonathan, 2018). Ultimately, poor organisational structure leads to poor organisational performance (. So, organisational structure has direct relation to organisational and it to be well organised.

Organisational Culture

Organizational culture is the entity's big picture. This is how the firm operates internally and publicly. The basic set of beliefs and standards expressed by individuals and groups in an organisation that govern the way they communicate with each other and with stakeholders outside the organization, all are the specification or organisational culture (Roscoe et al., 2019). It is not always possible to describe an organization's culture, however it can be felt or sensed even more naturally.

The following are some of the most important organisational culture-

Hierarchy: The culture of this type is well developed and stable. This is a very organized culture, which stresses discipline and the power to maintain the organisation functioning smoothly.

Clan: The workers of the organisation are the subject of this type of organizational culture. Working here is a very pleasant experience.

Adhocracy: Thinking outside the box is emphasized in this culture. Employees have certain latitude for experimentation and thinking (Gao, 2017). In this culture, creativity is praised and promoted. The climate is complex and the functions are not necessarily well-known.

One kind of culture does not have to be dominant in an organisation. It is extremely rare to use pure control (hierarchy), competition (market), collaborate (clan) or create (adhocracy).

Cultures in organizations may have different effects on the performance and motivation of employees (Kraśnicka et al., 2018). Employees who perceive themselves to be part of the workplace world are most likely to work harder to meet organizational goals. Employee performance which is directly related with organisational performance may be affected by the diverse cultures that reside within an organization.

People in Organisation

Multiple aspects lead to company growth. All factors such as sound strategy, good marketable product or service etc. all are important. But the people in the company are responsible for executing policies and initiatives and procedures for the performance of a firm. That is why people are always claimed to be most precious resource. People as employees champion business and determine the success or failure of it (Franken and Wattenberg, 2019). The work they do determines what customers and partners see. Employees leading an organization might be able to be replaced physically, but their skillsets and knowledge can't be. People are the

central element of organisational change, so strategies that focus on systems and structures alone are doomed to fail. In order to improve performance, managers need to work actively on the ground with their staff to implement successful and sustainable change. Employees with a high level of engagement in the workplace are more likely to contribute to a company's success. On the other hand, the people as managers are about keeping their employees aware of business goals; treating each employee as a single person and telling them what they want from the organisation. Managers' actions should therefore still be aligned with organizational principles. Company success is due to good individuals such as workers, employees, managers (Purcell and Kinnie, 2007). So, there is direct relationship between people who are involve in organisation operation and organisational performance.

Organisational performance

The real production or outcomes of an entity as opposed to its expected outputs are referred to as organizational performance (Jyoti and Rani, 2017). It is a wide area dealing with what an entity does and should do as it communicates with its different constituents. Organizational performance is concerned with a few basic aspects of an organization's results. The definition contrasts an organization's goals in these various fields with its actual results.

Organisational Performance Factors:

The social and economic situation, like the times, is unpredictable. A company is a distinct entity with its own collection of principles and ideas, but certain shared features have a profound effect on its growth and development. The following are the common factors that affect organizational performance-

- ❖ Structure of an organization:
- ❖ Organizational culture
- ❖ Leadership
- ❖ Environment
- ❖ Motivation
- ❖ Individual skills
- ❖ Knowledge management

Organisational structure is crucial to the organization's progress and it will support or impede the application of all of its plans. It would be impossible to achieve effective corporate performances or increase the consistency of goods and services that will attract clients and customers without a proper infrastructure and structure in place. Since an effective culture contributes to greater performance, the essence of the organization's culture can dictate whether

or not desired outcomes will be achieved from workers. The culture of an organization has the ability to affect its performances. Leadership has been identified as one of the most important driving factors of organizational performance because it has a clear effect on a company's loss or success. Leadership assists the organization in making sound and clear conclusions. If someone is searching for factors that can affect organizational performance, so look for inspiration. Motivation is a powerful tool that encourages a person's perseverance, sense of purpose, and intensity to strive for a common objective. Individual capabilities are one of the most crucial considerations that will have a major effect on whether the staff is prepared to perform the assigned duties.

Relationship between structure, culture, people and organisational performance

The structure and culture of an entity are inextricably related. The mindset, policies, system, tactics, and core principles that make up the work/organizational culture are all specified by the organizational structure. The corporate structure and culture have an enormous influence on employee performance. The performance of workers would be mediocre and normal not exceptional if the corporate framework and cultures are hierarchical, or organized (Oh, and Han, 2020). This is because the rigid structure does not allow independence and participation of employees in the company process, which discourages employees and cannot perform well. This leads to a poor organisational performance. The decentralized structure, on the other hand, encourages workers to communicate and engage, which motivates them to achieve greater results and to remain committed to the organisation. This staff demonstrate progressive improvements, creativity and excellence in their appointments. People is key factor of organisational performance. That without individuals, organisations can't be run. A good culture is a set of guidelines that define how people should act. A good culture organisation, whose workers should help them fulfil their missions and objectives, has shared principles and rules of behaviour. Job appreciation and work satisfaction will be accomplished if workers can carry out the duties the company assigns (PAAIS . and PATTIRUHU, 2020). To make clear the relationship between structure, culture, people and organisational performance, an example is illustrated below-

The time it takes for information to pass across the various layers of hierarchy will severely affect the company performance within a functional organization structure. It has a limited

range of influence, which can lead to limitations of individual speech and capacity, resulting in work frustration and demotivation. A Divisional Hierarchical structure, on the other hand, has more consistency due to lower management ranks. Better coordination allows individuals to take responsibility and influence in making decisions, giving them a sense of self-sufficiency and resulting in more motivated workers, which has a positive impact on organisational performance. So, the organisational performance ultimately dependent on the organisational structure, culture and people who operates the organisation.

Conclusion

Organizational behaviour represents the way an organisation works. It involves the company's structure and culture, which define the company's future. There is no best way to secure business results and performance. A good organizational structure and culture are required for a company to be successful. Furthermore, the company's framework can be built in such a way that teams can create their own culture and community. They will then flourish and get involved with their respective teammates. The staff is faithful to the organisation and has an innovative and supportive culture; the leader works with and helps all staff work together to accomplish the company's shared objectives for success.

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