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Workplace culture and its impact on organisational efficiency

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INTRODUCTION

The term workplace culture is defined as the shared values, attitude and belief system that are shared with the individuals or employees who are engaged in organisation operations and functions. The main motive of organisational culture is to generate positive work environment that shape better organisational culture and social context. Culture is the character and personality that makes business unique to work with value, traditions, behaviour and attitudes. With the aspect of globalisation, the importance of organisation or workplace culture is enhanced as positive culture attracts talent, drives engagement and impact on organisation performance. This report is written from perspective of TESCO and they are operating their business in retail industry (Ackers, 2019). It is one of the largest organisations that is operating their business at global level and in present scenario, TESCO retain at top position among all over market of Europe. Moreover, this report highlights on workplace culture of organisation and also on environmental scanning tool that evaluates broader environment of business in which organisation operates their business. In the last, values and beliefs, ethical standard etc. will also be included in this report.

MAIN BODY

Assess the workplace culture of organisation

One of the major reflections that is related with organisation based on the strongly held and it majorly shared about the beliefs. The main role of workplace culture is to set belief which is supported by strategy and structure. In simple terms organisation culture is based on the attitude of employees who perform their role in organisational values, and this also helps in making situation and rewarding employees that leads to make perception about TESCO culture and it is used in making perception ideas which helps for demonstrating organisational values. In the present scenario, TESCO follow the organisational culture which is followed by management that is used to follow professional and personal level. *Team oriented culture* followed by Tesco it is used for playing functions and operations with team members that makes company culture stronger. To nurture the best possible workplace environment, it is created with team members (Anitha, 2014). The main motive to follow implement and follow positive atmosphere is to generate better structure that helps to create and encourage worker for building sense of community that turn team members more effective through generating inter-relationship among

all members. The main motive of organisation is to overcome from different challenges that generate better work environment among professional manner. HR plays a vital role for perpetuating the strong culture, start with recruitment and selection of applicants that leads to share organisational belief in an accurate manner. HR develops orientation, training and development that outline core value for organisation. In easy words, organisation culture defines the method or way for behaving properly within the organisation. A strong culture that leads to obtain more successful companies. This also defines cultural priorities and values focus on individual's perspective it helps in achieving more results through identifying ideas that make long term vision to accomplish organisation goals (Braithwaite and et. al., 2016). In the present scenario, there are different task performed by management and all of them make common platform which helps to shift corporate culture of organisation. With focus on respective organisation culture management makes longer term culture that helps to earn more rewards. Some steps that are implemented by TESCO for assessing organisational culture is mention as follow:

- **Evaluate the on-boarding process-** There are different task and goals performed by management and it is used to manage and generate more innovation for making long term perspective that dedicates for accomplish company mission and objectives. In the present scenario, TESCO is one of the leading organisations which helps for generating long term process. It also helps individuals for meeting the persons that expect organisation for following organised steps. Training methods of TESCO are focused towards generating better benefits that helps to make regards related with derivative aspects and company manual. One of the simplest methods that is implemented by the management of TESCO relates with crucial terms of business and it undertakes all perspective that makes management in making areas (Campbell, 2019). The training methods are outdated, derivative and related with organisational manual. Along with this by the strong culture management makes interest to engage and generate interest which foster team efficiency.
- **Gauge openness within leadership-** This is important for making the foster of culture that embrace changes which are relevant with the professional. TESCO perform most of its operations through undertaking young professional within the team. This also boost company culture because management is making long term perspective that especially makes requirement which helps to make innovation demands. It also helps leaders and

employees to make proper operations and operational excellence. While assessing company culture, system determines that leadership is the ability for agile and fluid the areas which helps in making long term relations and it evolve despite to make changes in the board meeting and it is used in making right direction company. From the perspective of TESCO, the management make perspective that stiffes employees to make long term direction. Along with this organisation is also focused to make changes that relates with board meeting and it also stuck and resistant change to stay right direction of organisation in the business (De Vries and Van Gelder, 2015).

- **To look at incentive program-** With the act of praising and incentivize employees all individuals perform work that provide long term value to organisation. This also relate with company criticality and it makes more tax which helps for completion of task with high rate. Instead of analysing aspect organisation makes individual or personal culture more effective. There are different ways identify by management which makes personal perspective to find ways which are extremely important for making perception that is leading workforce for accomplish of different certificate. By analysing TESCO team culture, it is analysed by management that authorities offer cards and sales also. With diverse group of recipients all individual make ability that makes long term decisions to complete all work in an appropriate manner. Along with this the time interaction between all employees leads persons to make long term decisions. Further, team culture support individual's perspective with the ability of accomplishing long term culture. It also helps to lead and make company culture more effective and accurate.
- **Observe team interaction-** One of the strongest and most sustainable organisation perspective relates with company culture that forged better relationship between all humans which is related with human connection. With the assess of company culture it is analysed by management that co-workers notice about analyse of communication that collaborate long term results for organisation (Friedman and Gerstein, 2017). This also leads teamwork environment that individual understand company culture to make long term decisions and it is also used in making better results. One of the major perspectives that helps to make and accommodate interaction with individuals helps in making observation which develop long term employees' relations by all persons.

- **Determine attitude from answer-** With the analysis of right gap it is identified by the organisation that each individual identify and consider better outing which list better climate perspective to accomplish long term success in company. On the other side, this is also analysing the management that company gauge current climate by making success which is leading business to make essential changes in organisation. On the other side, if negativity make change in the management related perspective than organisation analyse specific issue that make changes in organisation policy for completing management task in a wider scope to handle company task.

In the last, with the analyse of company results it is identified by management that equality and diversity impacts on all workforce which is engaged in company operations and functions. With the access of culture it is identified that there are five different steps such as to determine attitude from answer, observe term interaction etc. are considered and it helps for making assess of company culture for increasing overall productivity of TESCO (Froehlich, Segers and Van den Bossche, 2014). In context of team culture this is also analysed by management that productivity and engagement of diverse workforce with organisation culture helps in making organised steps which helps for generating unique culture in the company. Along with this by regularly assess of company culture management attract employee through monitoring its performance. TESCO implement team culture to make the assess of employee engagement that improves work culture to engage long term experience.

Environment scanning tool for evaluating the broader environment in which organisation operate their business and its impact of organisation culture and performance

PESTLE analysis refers to a method that is used for review and analysis of macro environment specifically external forces which are beyond the control of management. TESCO perform their business into different geographical areas but major sale for TESCO products relates with company and it is also impacting on organisational operations and functions. With the evaluation of organisation environment related with TESCO organisation consider working with analysing company perspective (Hahtela and et. al., 2015). Political, environmental, social, technological, legal and economic conditions are considered within organisation.

- **Political factors-** The term political factor in context of TESCO relates with the analysis that are impacted due to headquarter regulations and government of UK. By managing company operations and functions TESCO governs to work with one of largest retailers.

Organisations follow different regulations that ensure for making various compliance that is leading country to make long term results. Along with this by the analysis of company it is used to make perspective that make various culture to make tab that evolves person for making longer results. Another issue that impacts on TESCO relates with US-CHINA trade war. The instance of the trade war perspective ensure it is used in making opportunity to cover more market area for business that make regulations to retail profits.

- **Economic factor-** TESCO is performing their work at global level and for this organisation consider making changes which helps for occurring in country. Company need to make better country (Hahtela and et. al., 2017). There are different factors relates with company that helps in taxation policy, sales, distribution profit. Organisation also aware that management make better market area that helps in expansion of business for long term expansion. With analysis of economic conditions related with UK it is identified Brexit generate long term challenges for company. With the changes in taxation policy, leverage make perspective that share revenue to generate long term benefits. With the changes in company policy of UK such as Brexit increase rate of products which are imported from other countries. So the current situation impact on organisational culture as intense economic conditions also reduce company profits that result to reduce the wages and salary of workforce.
- **Social factor-** With the change in fast pace of living standards related with society. UK individuals prefer to purchase different items which are related with one go. There are different trends which is related with bulk-buying undertakes TESCO to store and facilitate different needs that boost company economy. Culture of organisation is also impacted with society aspects. This refers different individuals are engage in company and it leads to complete all operations and functions. Example- In context of UK all individuals are able to manage company operations and trends by engaging diverse and equality employees (Jain and Moreno, 2015). Therefore, for adopting team culture TESCO believe to benefit organisation by hiring individuals from local area.
- **Technological factor-** There are various trends exists in organisation such as to follow team culture and also to stay in company. With current times this is important for organisation to make changes in changing technology. TESCO provides long term results which is used for making long term aspect that retails and achieve long term success in

the organisation endeavours. With online shopping, social media promote etc. refers to part all influence which manage and provide technological aspect. This also define company new technology, and this also helps in managing technology with cashier bills. The impact of technology on organisational culture it is used to make perspective that helps in managing retail operations that pair to make update in teamwork culture. It also boosts efficiency by adopting technology in company operations.

- **Legal factor-** With change in government policy TESCO culture is directly impacted and this refers organisation management makes better aspects to complete task in a legal manner. This also defines food retailing commission laid make rules and regulations. The impact of organisation culture define management that company culture defines the areas in making bias that prevail work culture to work in a proper manner. It defines regulations undertake employees to make legal perspective. Along with this by maintaining legal aspects for business all persons work with considering aspect that is used to maintain similar culture among all departments to make better position in company (Moon, Uskul and Weick, 2018).
- **Environmental factor-** From the perspective of organisation all environmental factors impacts on company operations and functions. This also refers sustainable environment launch two different phase and it is considered with different phase that helps to generate effective culture is organisation. This also refers management makes long results by defining TESCO initiatives that reduce conflicts among employees. Organisation also define loop system and it makes products that helps to manage waste towards creating system which helps for managing sustainable environment in organisation. Moreover, with follow of all regulations TESCO define culture to make better sustainability is used that make better workplace culture among all teams that helps to undertake employees with motive of offering similar opportunities to all persons.

By analysing all the perspective of environment related factors, it is analysed by TESCO that organisation is performing their business at global level. TESCO offer and determines different elements which is related with business performance (Pilch and Turska, 2015). The respective organisation management make the amount that helps in managing better amount loop system. This also defines organisational perspective credit and make perspective which helps in managing sustainable environment. This also leads to manage and analyse business performance

leads in critical brands that makes all research perspective in analysing association that helps to focus on ethical issue. This leads team members to cover all essential aspects human factor in making long term decisions. Manager also impact on business that helps for combining all efforts to make better strategy related with company operations.

Current culture and the ethical standards and the existing ethical standards, belief, values that leads organisation to accomplish organisation objectives and social responsibilities

In the present scenario, there are different task performed by management of TESCO as there are various employees from different culture exists in organisation. This also refers there are different task performed by management and it leads to manage work with team members. It is also used to manage work with team members. It undertakes different functions management define company functions generate positive atmosphere that makes healthy clean and bright place to nature best possible manner to generate better coordination among all team members for making better outcomes from organisational activity and it also leads team members to perform there functions in an appropriate manner (Seward and et. al., 2019). With the impact on company performance it is identify that company generate constant basis to engage better team members within organisation. This also define there are different members exists in company and it relate with organisational project. This also define there are various stage exist that make better project to make long term perspective it helps to generate better coordination within groups. In context of TESCO, management perform different functions to make relevant functions between team members. Some impacts of the team culture within TESCO are mention as follow:

- **Shared leadership-** With implement of team culture it is identified by respective organisation that management share different leadership style and most of them are considered towards implement of organisational functions and operations. One of the major benefits to accomplish objectives and goals of company relates with leadership style. This defines company is managing and undertaking participation from all team members which helps in leading employees to generate longer benefits through engaging lower level employee's among company functions (Shore and Wright, 2015). It also leads to generate better and desire output from organisational culture and goals. Moreover, with transparent leadership style it is easy for management to accomplish organisational goals and objectives.

- **Clear purpose-** This is important for the organisation to generate better and clear purpose because it helps to generate better and transparent steps for accomplishing organisational goals and objectives. In the present scenario, there are different task performed by management it refers organisation is focused towards implement of approach that is leading company to complete their work with right purpose. Moreover, it is important for company to generate longer targets which helps company to make longer purpose (Torlak, 2016). It refers clear purpose leads company to complete their work in an organised manner.
- **Open communication-** With the analysis of company and its functions it is identified by the management that open communication plays an important role for company. By undertaking open communication perspective, it is easy to accomplish longer results that helps in formulating longer objectives for organisation. The major focus of organisation relates with generating and expresses their view. In the context of TESCO team culture open communication leads management to achieve their goals in minimum time period.

ETHICAL STANDARDS

The term ethical culture follows and promote different values, good behaviour, kindness and fairness that leads organisation to complete their work in an organised manner. This also defines with following consistent set standards it is easy for TESCO to perform their work with right standards. Ethical standards are complex to implement or enforce within large organisation it is because they are frequently defined and relates with employees. This governs to implement ethical standards this is easy for company to make longer results which relates with company information. This also defines organisation manage meaningful perspective to make better relations with ethical standards. It also defines company is managing longer results that communicate its underlying moral values. There are more ethical standards framework it is used in making better decisions which helps to make longer process. Ethical standards are an important part of organisation culture it helps to establish parameters which helps individuals to implement different parameters (Trinkner, Tyler and Goff, 2016). The main motive of ethical standards related with TESCO helps to make longer relationship by enforcing better principles in organisation. Further, it also defines that different task performed by management and it is leading management of TESCO to generate longer results. One of the most common behaviour of model helps to manage and make example that leads to perform operations within social

manner. Some ethical example that are managed by management of TESCO to perform their operations in social manner are mention as follow:

- **Food Safety Standard-** One of the main aims of TESCO relates with the perspective of food that helps in increasing sale and profits for organisation. So with following the safety standards of food it is easy for management of TESCO to complete work with managing and analysing different range related with food standards. Moreover, by managing company results it is easy to follow company operations with follow of food safety. Quality, range and value all aspects are followed by following ethical standards that support to undertake better position in company. This also define company manage and complete it present work with motive of business functions. Policy, legislation and procedures also leads company to make evaluation of TESCO functions as per present scenario.
- **Mission statement-** By analysing and undertaking all perspective it is identify by organisation that company follow structure that relates with the team members. Further, by generating better coordination among all employees it is easy for management to make core purpose related with company value. Moreover, there are different task performed and it leads to complete work by undertaking company premises to manage better relations with management stakeholders (Walsh, 2015). This refers ethical standards helps in accomplish of social responsibility by defining company mission of social responsibility. This also define company manage and complete its information by defining company specific task that helps to follow essential perspective of organisation. Mission statement also leads organisation to design policies related with future perspective.
- **Employee Engagement-** One of the most important perspective which is related with company undertake better results for employees. In the context of TESCO this is analysed by management that workforce undertake and define areas which help employees to engage longer results. From perspective of TESCO it is analysed by company that human workforce and employees make customer more valuable for each shop. Example- One of the social tasks that is followed by TESCO define and undertake change rate in salary of employees. This defines company manage and identify areas which are focused towards managing company value as it helps to reflect perspective that

undertake company results. With engagement of right employee's this is also easy for organisation to make procedures that are followed by all individuals or workforce of company.

With the analysis of organisation ethical standards, it is identified that TESCO ethical trading initiative (ETI) utilise the base code that include employment to select with a freedom. Moreover, TESCO perform their business in retail sector by managing and operating their stores, hypermarket and supermarket. This also define the conditions which are related with company manage and select company perspective with safety and hygiene. This results TESCO complete all work by making agreements commit better information to define private results. It also defines TESCO establish themselves as a leading store through managing fair trade commitment that helps employees to work with social responsibilities. Along with this there are different task performed by management and most of them are considered towards implement of company performance and this help company to make longer results. This also the changes in the present culture, ethical standards, belief and value helps persons to complete there work in an appropriate manner. Further, with future perspective company generate long term results that helps in making better culture for organisation. There are different roles performed by top authorities to manage and implement right culture in organisation. It defines organisation consider and focus towards obtaining perspective which helps to improve longer results. With the evaluation of ethical behaviour, it is analysed by management that policies, procedures and legislation support business to complete work with right techniques for managing and presenting culture according to organisational perspective.

CONCLUSION

In the last, with the analyse of above report it is concluded by management that workforce plays an important role for organisation. The main motive of organisation is to generate better results that helps in making better perspective by analysing the right assess of culture. Environmental aspects impact on the organisational perspective and it is related with the critical evaluation that engage company culture and performance on organisation. Along with this by making perspective related with organisational objectives and social responsibilities. This defines present culture and ethical standards also leads employees to generate longer results for organisation by engaging a greater number of employee's in company.

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