

INTRODUCING THE MODERN WORKPLACE

Title:
Organisational
Behaviour

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Introduction

- Structure and culture and the nature of managerial work influence performance.
- Behavioural approach to management too determines how people in an organisation relate and work together.
- Our focus is on organisational behaviour of Metropolitan Police Service (MPS).
- We will analyse Metropolitan Police Service (MPS) profile, the organisation structure and performance.
- Moreover, we describe the leadership theory and how they can be applied on Metropolitan Police Service (MPS).

What is metropolitan police service

- The territorial police force in charge of enforcing the law.
- Operates in Greater London, with the exception of the "square mile" of the City of London.
- It safeguards lives and property, upholds the law, prevents crime, and lessens people's fear of crime (Hobson et al., 2022).
- Also maintains public order,
- Collaborates with other law enforcement and governmental organisations to advance the security of Londoners and tourists.



The organisation profile: Background

- ❖ The Metropolitan Police Service (MPS) was founded in 1829
- ❖ It is the world's oldest police force (Fussey and Murray, 2019).
- ❖ The MPS is led by:
 - Commissioner of police
 - Deputy commissioner, and
 - Four assistant commissioners.
- ❖ The MPS operates primarily through:
 - Specialist Units
 - The Counter Terrorism Command
 - The Marine Police Unit



The organisation profile: Performance

- Has the ability of the MPS to provide excellent public safety to citizens
- This demonstrates the organisation's performance.
- Has Up to 5,000 sworn officers and 1,000 civilians as employees (Kilgallon, 2019).
- Their budget exceeds £600 million per year
- It generates approximately £90 million in revenue per year.
- The organisation has a market capitalisation of £3.3 billion (Kilgallon, 2019).
- The MPD is consistently ranked as one of the top law enforcement agencies in the UK.
- It has been recognised for its dedication to community engagement and the use of data-driven policing strategies.

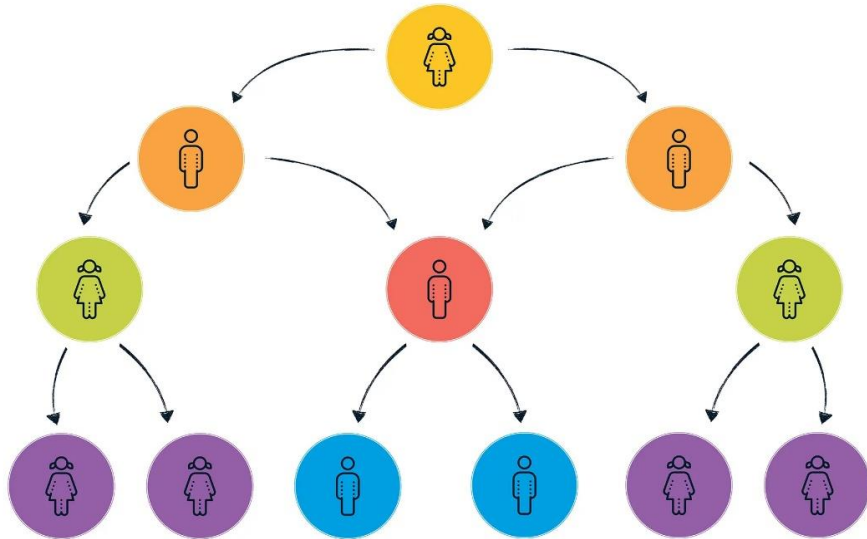


The organisation profile: competition

- MP is the largest police force in the United Kingdom,
- Covers over 700 square miles and approximately 8.6 million people.
- The MPS strives to be the best police force in the world to meet this commitment.
- Competitors are the National Police and the Police Federation.
- MPS was challenged to demonstrate its commitment to excellence in policing while drawing on the experience and expertise of its peers.



Metropolitan Police Service (MPS) Organisation structure



- The company has a hierarchical organisation structure.
- The structure is a top-down management approach which is headed by the by;
 - A commissioner of police.
 - A deputy commissioner.
 - Four assistant commissioners.

The relationship between organisation structure and its performance

- The hierarchical structure has helped the company to have the witnessed excellent performance because;
- The structure ensures and allows clear line of communication.
- The structure boost accountability.
- The structure enables the organisation to make fast and effective decisions.



Tasks that a manager uses to run this organisation

- Managers at Metropolitan Police Service (MPS) engage in the following tasks;
 - Overseeing day to day operations at the stations.
 - Ensuring that citizens receive high quality services.
 - Ensuring that the organisation meets its performance targets.

Skills that a manager uses to run this organisation

- To accomplish these tasks effectively managers at Metropolitan Police Service (MPS) possess solicit set of skills which help them. These skills include;
 - Staff management
 - Effective communication.
 - Leadership.
 - Problem-solving.

How leadership theories can be applied on this organisation

- Various leadership theories can be applied in MPS.
- The main leadership theories that can have an impact on the operation of MPS include;
- Trait leadership theory.
- Authentic leadership theory.
- Transformation leadership theory.

How Trait leadership theory can be applied on this organisation

- Trait Leadership Theory is an important concept for the organisation as it provides an understanding of the essential characteristics of effective leaders.
- This understanding helps the MPS to select and develop leaders who can motivate and inspire their teams to perform to the highest standards.
- It is applied when the leaders at MPS are able to showcase their abilities in intelligence, confidence and charisma.
- It enables the MPS to identify the most suitable candidates for leadership roles

How Authentic leadership theory can be applied on this organisation

- Authentic leadership is applied when the organisation builds a foundation of trust and honesty between the leadership and the staff to enhance performance.
- To foster cooperation and trust between the service and the community, to create a safe and secure environment, and to ensure optimal performance, authentic leadership is crucial for the Metropolitan Police Service.

How Transformational leadership theory can be applied on this organisation



- Leadership theories can be applied to Metropolitan Police Service (MPS) in various ways.
- Transformational leadership is applied when the leaders and managers at Metropolitan Police Service (MPS) can inspire and motivate their employees to achieve their best.
- For employees to be inspired and motivated to fulfil their potential and meet organisational objectives, transformational leadership is crucial.
- It emphasises long-term growth, encourages collaboration and engagement, and supports creativity and innovation.

Factors which influences group and team behaviours



- The main factors that influence the group and team behaviour in organisations like Metropolitan Police Service (MPS) include;
- Leadership style
- Organisation culture
- Individual differences
- Team size

Leadership Style

A leader's leadership style is the manner in which he or she motivates, communicates with, and directs employees.

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It is a set of strategies, behaviours, and techniques that a leader employs to influence and guide their team.

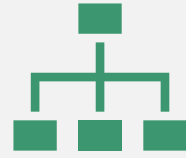
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Leaders who demonstrate a more authoritarian style of leadership may find that team members are less likely to take the initiative and be creative in their approach to problem-solving.

Organisation culture

- Organisational culture is a system of shared beliefs and values that develops within an organisation and guides the behaviour of its members.
- It consists of a number of components, including the workplace environment, the company mission, values, ethics, expectations, and goals.
- Organizational culture can have a powerful impact on how teams interact, communicate, and collaborate.
- Cultures that promote trust, respect, collaboration, and openness are more likely to be successful in supporting team performance

Individual Differences



The distinctive qualities, traits, and behaviors that set one person apart from another within an organisation are known as individual differences.



Individual differences among team members can have a significant impact on team behavior.



Different individuals bring different backgrounds, skills, values, and perspectives to a team, which can create rich opportunities for creative problem solving (Zacher and Rudolph, 2021).

Team Size



Team size can vary greatly depending on the type of team and the project or task being completed.



In general, teams should be as small as possible, typically ranging from 2-8 people.



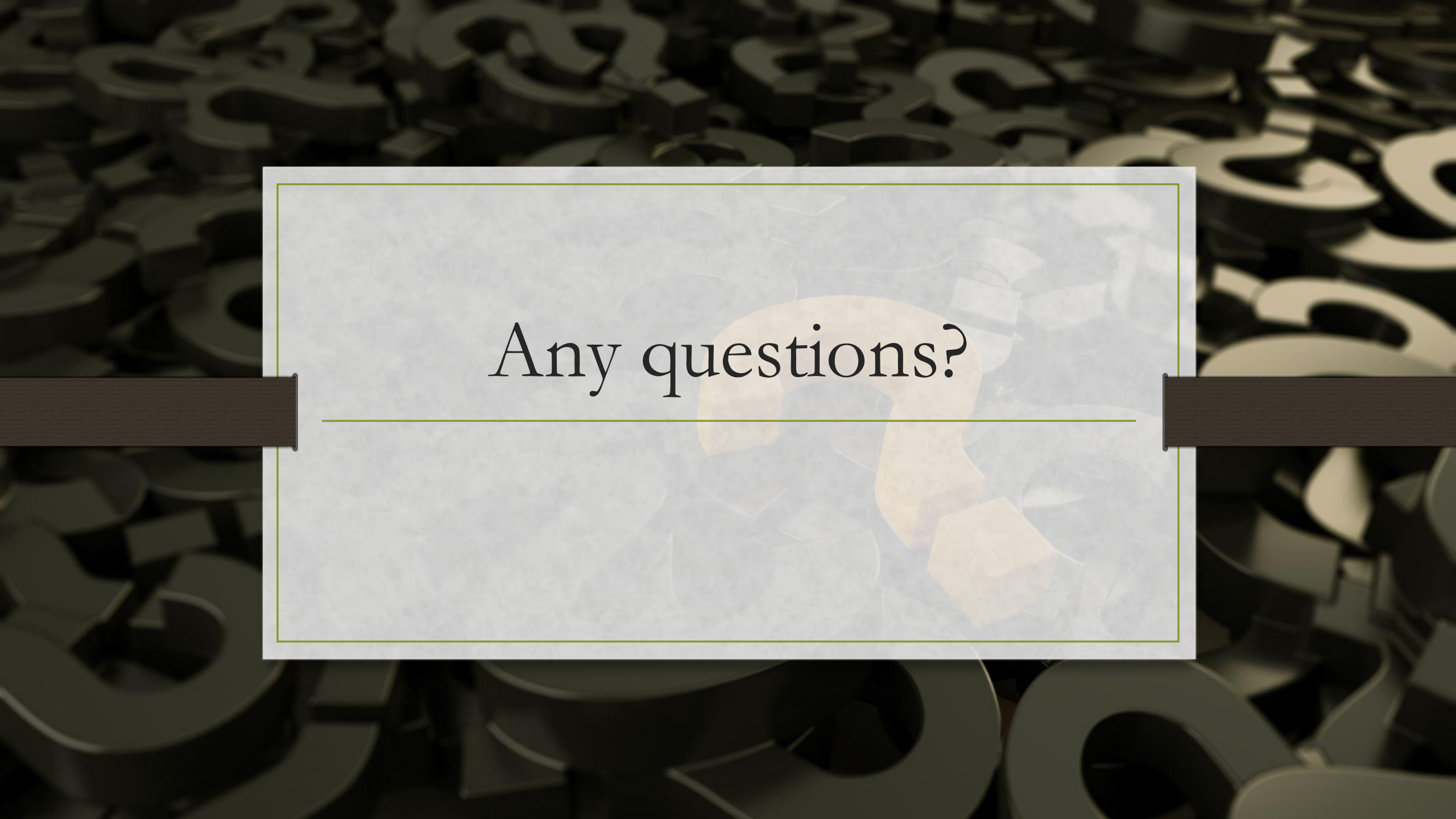
Small teams may be more likely to form close relationships, share responsibilities, and trust one another.



On the other hand, larger teams may be more likely to experience conflict, lose focus, and have difficulty achieving consensus.

Conclusion

- Metropolitan Police Service (MPS) is a well-performing company due to its hierarchical structure.
- The organisation also ensures a positive team spirit which enhances the organisation's performance in general.
- Metropolitan Police Service (MPS) can also employ various leadership theories including authentic leadership and trait and transformation leadership to maintain effective leadership practices.

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Any questions?

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