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**Module title: Workplace Culture and its impact on
Organisational Efficiency Summary**

In this report, there is a discussion of workplace culture and its impact on organisational efficiency. EasyJet, a UK-based airline company, has been provided. Here a positive organisational culture of the company has been identified. EasyJet management always encourages the employees of the organisation to be innovative at work and bring new ideas to the company. Ethical approaches of the firm have been helpful in developing brand image. Furthermore, PESTEL and porter's models have helped in the external environment analysis. **Organisational culture** consists of all values, expectations, beliefs and philosophies followed by organisations. According to Meng and Berger (2019), organisational culture plays a significant role in improving organisational efficiency and productivity while driving employee engagement. With the growing competition in the market, companies focus on developing, implementing and maintaining an effective culture to increase their organisational efficiency.

Critical assessment of the relationship between organisational structure and culture along with their impact on the financial and non-financial performance of EasyJet

Organisational culture can be defined as the collection of values as well as beliefs and execution in an organisation. The organisation is popular among customers for providing service at a lower cost. Furthermore, the employees of EasyJet are well trained, and they help the company to provide the customers with better service.

Evaluation of the broader environment of EasyJet Plc and identification of key drivers for changes in working practices

PESTLE analysis of EasyJet

This model helps in analysing the macro environment of any organisation and in the present respect, it has been used to analyse EasyJet and its external environment.

“Porter’s five forces” of EasyJet

“Competitive rivalry”

The competitive rivalry in the airline industry in the UK is high as multiple well-established companies operating in the sector. The high number of competitors in the market creates challenges for EasyJet to maintain its profitability and customer retention.

Recommendations for EasyJet to improve its performances

Improving the benefits and rewards: EasyJet has faced challenges due to the shortage of skilled staff caused by Brexit. Therefore, to improve its business performance, the company will need to attract more skilled employees to overcome the shortage. Rewards and benefits are major components which help companies in driving the satisfaction and engagement of employees (Silic *et al.*, 2020).

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