

Introduction

- Organisational culture change and development is one of the essential responsibilities of human resources managers to implement appropriate management processes in the organisation (Lam *et al.* 2021).
- This presentation will portray the impact and benefits of organisation culture change and development in a restaurant named Paradise Soho.



References:

Lam, L., Nguyen, P., Le, N. and Tran, K., 2021. The relation among organizational culture, knowledge management, and innovation capability: Its implication for open innovation. *Journal of Open Innovation: Technology, Market, and Complexity*, 7(1), p.66.

Overview of the organisation

- Paradise Soho is a Srilankan restaurant with a cultural environment in London which serves cocktails, lunch and dinners.
- Paradise Soho is located at 61 Rupert St, London W1D 7 PW, United Kingdom (Paradise Soho, 2023).

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References:

Paradise Soho, 2023. *Home, paradisесоho*.

Current problems in Paradise Soho

- Paradise Soho is associated with some current problems which affect its reputation, profits and organisational effectiveness.
- This restaurant loses its customers due to having a deficiency of appropriate communication systems in its services (Naatu *et al.* 2022).



References:

Naatu, F., Nyarko, S.A., Munim, Z.H. and Alon, I., 2022. Crowd-out effect on consumers attitude towards corporate social responsibility communication. *Technological Forecasting and Social Change*, 177, p.121544.

Importance of organisational culture change and Development at Paradise Soho

- Paradise Soho, as a restaurant, deals with different cultural people and many competitors in the market, which can be improved by implementing organisational culture change and development (Al-Kurdi, El-Haddadeh and Eldabi, 2020).



References:

Al-Kurdi, O.F., El-Haddadeh, R. and Eldabi, T., 2020. The role of organisational climate in managing knowledge sharing among academics in higher education. *International Journal of Information Management*, 50, pp.217-227.

Impact of the Deficiency of organisational change and Development on Paradise Soho

- Paradise Soho is associated with the deficiency of organisational change and development, which affected the standard of the organisation involving many challenging situations.
- The main three impacts of the deficiency of organisational change and development at Paradise Soho are *high competition*, *low rate of customers* and *destruction of reputation* (Paradise Soho, 2023).

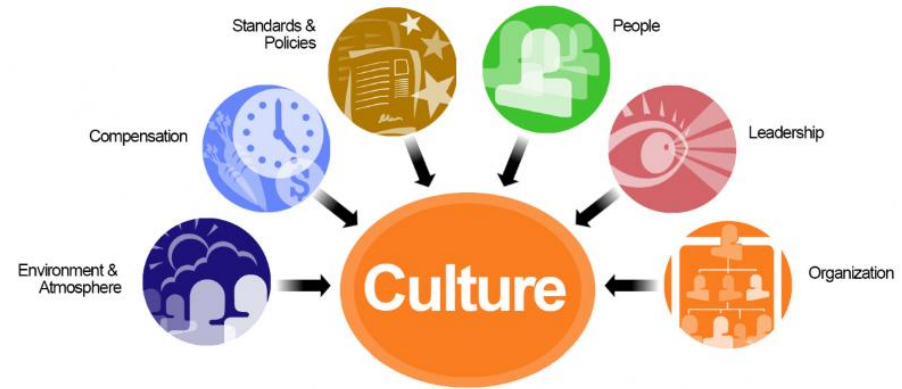


References:

Paradise Soho, 2023. *Home*, *paradisesoho*.

Advantages of Improving Organisational Cultural Change and Development in Paradise Soho

- Organisational culture change and development increase the quality and reputation of Paradise Soho, which can increase employee engagement (Meng & Berger, 2019).
- Paradise Soho can increase the satisfaction of its customers by implementing organisational culture change and increasing organisational development.
- The HR skill of conflict resolution help to improve organisational culture change by resolving different conflicts in the workforce (Van Gramberg *et al.* 2020).



References:

- Meng, J. and Berger, B.K., 2019. The impact of organizational culture and leadership performance on PR professionals' job satisfaction: Testing the joint mediating effects of engagement and trust. *Public Relations Review*, 45(1), pp.64-75.
- Van Gramberg, B., Teicher, J., Bamber, G.J. and Cooper, B., 2020. Employee voice, intention to quit, and conflict resolution: Evidence from Australia. *ILR Review*, 73(2), pp.393-410.

Conclusion and Recommendations

- Organisational culture change and development are the main to increase customers and employees in an organisation (Azeem *et al.* 2021).
- Paradise Soho can increase its customers and remove its current problems by implementing the agenda of organisational culture change and development.
- HRs are the main in improving organisational culture in which they should implement motivate skills in HR skills for engaging more employees in organisational culture (Roscoe *et al.* 2019).



References:

- Azeem, M., Ahmed, M., Haider, S. and Sajjad, M., 2021. Expanding competitive advantage through organizational culture, knowledge sharing and organizational innovation. *Technology in Society*, 66, p.101635.
- Roscoe, S., Subramanian, N., Jabbour, C.J. and Chong, T., 2019. Green human resource management and the enablers of green organisational culture: Enhancing a firm's environmental performance for sustainable development. *Business Strategy and the Environment*, 28(5), pp.737-749.

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