

# **INTRODUCING THE MODERN WORKPLACE**

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## TEAMWORK MEMBERS

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# Introduction

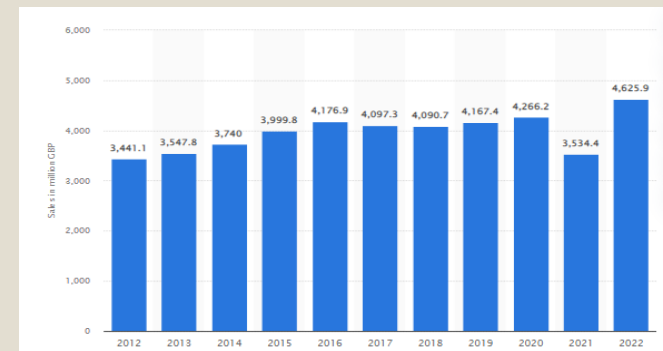
- The *modern workplace* can be defined as the setup.
- Here, the technological and physical needs of both employees and the organisation are met (Indradevi, 2020).
- It influences and motivates the productivity level of employees in different ways.



# Describe the organisation's profile



- Next Plc is a fashion retail organisation.
- It provides its consumers with high-quality and beautifully designed homeware and clothing products.
- In 2022, it generated 4,625.9 million pounds with an increase from the previous year (Statista, 2022).



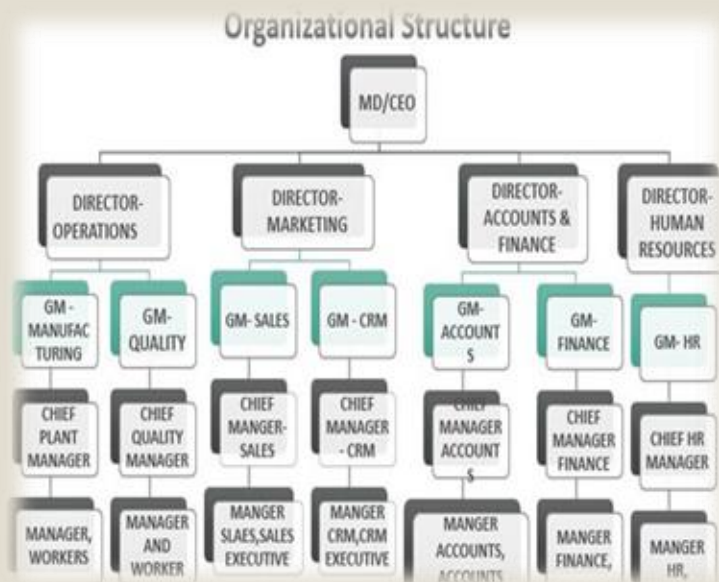
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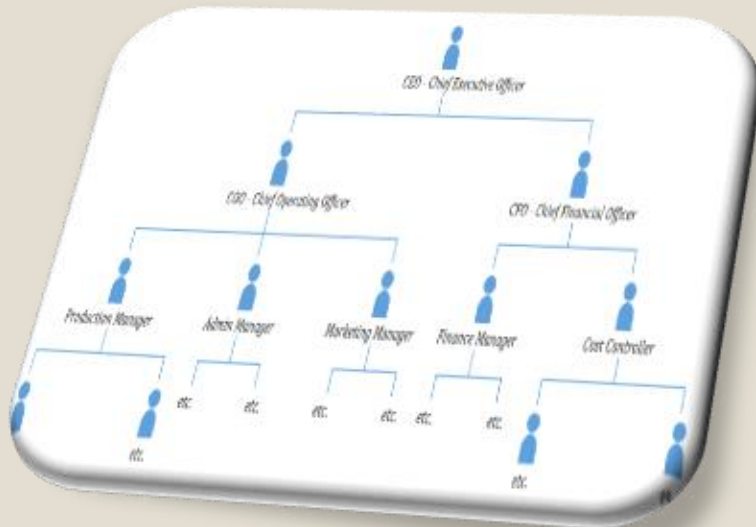
- The online sale is 3.1 billion pounds from 2021 to 2022.
- It had initiated a total sale worth 1.4 billion pounds from its retail stores (Statista, 2022).
- Competitors of Next Plc are Marks and Spencer, Burberry, River Island and others.

# Explore the relationship between the organisation structure and its performance

- An **organisational structure** is a systematic arrangement attained to achieve the business goals (Baiyere, Salmela and Tapanainen, 2020).
- Next plc uses the hierarchical structure.



# Contd.



- Incorporation of the hierarchical organisational ensures activities are performed securely (Williamson and Wan, 2018).
- However, it can create a problem in providing and receiving a command which can affect the decision-making process.



# Discuss tasks and skills that a manager uses to run this organisation



- The manager of Next Plc applies skills in multi-tasking, decision-making, leadership, motivation and organisational skills.
- They can determine the organisational objectives and goals and help their employees to have higher productivity (Lipow, 2022).

# Contd.

- Effective managers can identify challenges (Goworek, 2020).
- Failing to pose these skills, communication becomes difficult.



# Contd.



- Managers of Next Plc manage productivity, cost control and so on (Nextplc, 2021).
- They are also expected to be role models for the employees working under them so that they can determine the standards to be fulfilled.



# Explain how leadership theories can be applied to this organisation



- **Leadership** is the capacity to manage the employees (Bass, 2019).
- Transactional Leadership Theory and Contingency Theory of Leadership are assessed here.

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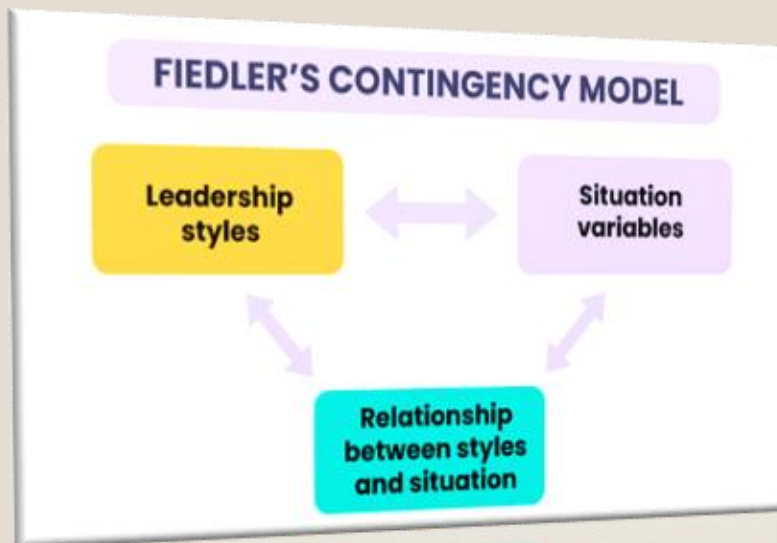


- The Transactional Leadership Theory is managing employees by punishment or rewards (Changarand Atan, 2021).
- Meeting short-term goals and efficient results.



# Contd.

- The Contingency Theory of Leadership is a leader managing a difficult situation
- Creation of a safe and healthy environment and culture for their employees



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- Good leadership does not follow a single approach
- Approaches should depend on the current situation



# Discuss the factors which influence group and team behaviours

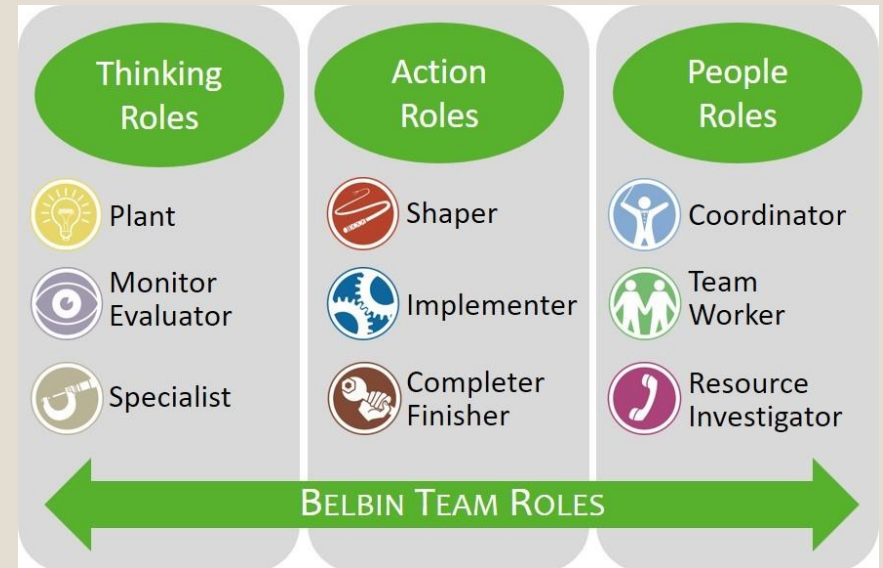


- Fostering good spirit is team behaviour (Kozlowski and Chao, 2018)
- Belbin team role theory will be used to identify the factors
- Factors are enthusiasm, cooperation, good listening and creativity.



# Contd.

- Posing these factors opens different opportunities (Belbin, 2022)
- Failing to acquire can create immense challenges



# Contd.



- Clarification of goals is achieved with these factors (Bednář and Ljudvigová, 2020)
- Generation of excellent ideas and concepts by the team

# Conclusion



- The organisational structure of Next Plc has been analysed
- Current leadership pattern of Next Plc backed by theories

# Reference List

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Thank  
you!!!  
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