

Improving Group Effectiveness and Wellbeing of Employees

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University of Wales Trinity Saint David

Introducing the Modern Workplace

IMPROVING GROUP EFFECTIVENESS AND
WELLBEING OF EMPLOYEES

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Introduction

Employee wellbeing is considered as the overall health of any employee and it consists of its mental, physical, emotional as well as its economic strength. This has been influenced by adopting different factors which includes the relationship with the co-workers, decisions made by the management and the tools along with resources that have been accessed (Andreas, 2022). Moreover, group effectiveness is something through which the capacity of team can be enhanced to fulfil the objectives and goals that have been administered by authorised personnel within the company. In order to elaborate this aspect in detailed manner, Tesco has been selected as the company which is the British multinational grocery firm and merchandise retail that has been headquartered in England.

This study will discuss over the concepts of the ways through which one company can manage its group effectiveness along with its employee wellbeing. Apart from this, the report will also elaborate the aspects related to in what measures they do well along with recommendations over which the things can be improved.

Main Body

Team is something that has been adopted by Tesco in order to encourage its employees to work in a collective manner and towards one specific goal. The goal might be professional as well as personal but always assist in enhancing the group effectiveness. These actions assist the company to bring their ¹⁹ people together and motivates them to rely over one another in order to get things done in a systematic and efficient manner. As a company, Tesco takes all the required and necessary steps in order to enhance their group effectiveness as well as towards the employee wellbeing also (Smallwood and et.al., 2022). In order to address the wellbeing of their employees, Tesco addresses mental wellbeing at the workplace with the involvement of three major priorities, which helps generating supportive workplace experiences with the help of utilising great level of interventions and resources that are being used by colleagues as well as managers and make sure that they are highly equipped to respond effectively at the time when any colleague required the support.

In order to apply and understand the best level of practices into the workplace, there are various management theories that can assist them in order to make most effective enough to

guide their team in order to achieve success. There are different types of management theories such as:

- **Human relations theory:** This theory is highly focused over improvement of the productivity that laid the foundation for the human relations movement. Their focus is completely over the changing working environment, to bring changes that help in meeting improvements into the performances. Also, this has been analysed into this model that improvements are not only happening because of the changes, but also for the results of the management paying attention to the employees and make them feel valuable (Yazdonov, Ubaydullayev and Mirzaeva, 2022). This explains that employees are highly motivated by the personal attention and being part of the group than they are with the help of money and other working conditions.
- **Scientific management theory:** The principle of this theory explains that scientific method should be utilised in order to perform tasks at the workplace, as opposed to the leaders that rely over their judgements and the personal pleasure of team members. This theory suggests simplifying the task in order to enhance the productivity level and must assign the team members the task that suits their skills and abilities although it includes supervision as well. Through this, the managers can achieve maximum level of workplace efficiency by analysing the optimal manner to complete a task that is useful for effective workplace and promote employee wellbeing.
- **Systems management theory:** According to this theory, the work into the organizations must be done in a harmonised manner for the system to function in an optimal manner. The company's success is depending upon synergy, interrelationship and interdependence. As per this theory, employees are the most significant components of the company, workgroups, departments and business units which are all additional critical elements that helps to achieve success (Roodbari and et.al., 2022). Moreover, the managers can analyse the patterns as well as events inside the company to identify best management approaches, they required to combine with and work collectively over programs to make sure about company success.
- **Classical management theory:** This theory believes that the employees are highly motivated and feeling relaxed by their physical requirements as well as monetary incentives. The companies implementing such strategies into their management style

often incorporate regular opportunities to their employees so that they can be rewarded for their high level of productivity by providing them incentives. This helps in promoting efficiency at the workplace by adopting roles related to single leadership and specialized work-related roles. Through this, Tesco is able to categorise the activities into smaller tasks so that each employee can be able to perform it according to their own specialisation and training (Kim and Lee, 2022). The whole process has been designed in order to increase efficiency, as well as clear the organizational hierarchy.

- **Contingency theory:** This theory highlights that the decisions made by the managers are based upon the current circumstances rather than following a method. An effectual action has been taken by the managers that are depending upon the features that are important for the current situations. It all depends upon the industry as the leader acts accordingly to whether they are required to make participation from their employees or not.
- **Chaos theory:** According to this theory this has been analysed that the changes are required and necessary as per specific conditions and events that can be effectively controlled while some cannot. With respect to this theory, this has been analysed that changes are unavoidable and are rarely controlled. Companies are the ones who enhance energy to maintain the complexity level as they are accountable to spend more energy through which company continues to progress and change accordingly.

In context of Tesco, it has been analysed that the company implemented employee effectiveness programmes with the aim of adopting effective communication channels which include intranet portal such as TV screens, emails, Yammer, HUB and notice boards with the help of social media platforms (Hosseini and et.al., 2022). The programs include:

- **Colleague briefing session:** Through this, the company can ensure that ¹colleagues are the first to hear significant company news through which they have a chance to provide their opinions, as well as ask questions. Moreover, leaders also spent some time to engage directly with the employees and respond systematically to their questions. During that point of time, leaders share updates related to financial results, career transformation, company performances, ²among others.
- **FaceBox:** In order to more engage with the colleagues, a campaign was launched with an idea ²to encourage colleagues to step up front and become the face of the Tesco

(Amalah, Riyadi and Ardiana, 2023). They have got opportunity to become anchor of events and connect with one another with the help of podcasts and videos.

- **Rewards and recognition:** Tesco provides a unified reward and recognition tool that makes it easy for colleagues to recognize their peers and managers and to identify their teammates for the purpose of outstanding contribution.
- **Driving the engagement of employees through CSR volunteerism:** This has been evaluated that the approach belongs to CSR is more peer to peer as all the work belongs to CSR is related to the company success. Within this, one should be mandated to encourage every employee to volunteer for few hours during every year. The related survey has been done each year to get feedback and understand about their colleagues through which one would like to contribute to the CSR program along with provide their suggestions into the plans (Resca and Munandar, 2022).

According to the management of Tesco, the retail sector is the industry which works based on having mixture of staff members working into shops and offices within which the wellbeing strategies must require to fulfil the necessities of all their staff members. The management must flexible and agile with their strategies as well as plans, in order to create a supportive culture that enhances employee wellbeing and group effectiveness. The wellbeing at the workplace is highly apparent in current as well as into future generations. With the help of adopting best level practices and management theories, Tesco can help organizations to communicate, focus and evolve into a systematic manner (Ha and et.al., 2022). With the utilization of management theories, they can create the kind of leadership that makes them focused towards their main goal.

At the time of implementation of any management style as well as theory, it has been analysed that the work of the company has been automatically streamlined according to the top priorities for the company. The involvement of management theories helps Tesco to increase the level of employee's productivity by utilising human resource up to its maximum level. Businesses can do whatever it becomes possible to develop its workers towards the betterment of the efficiency and potentiality of the tasks. It also assists into simplifying decision making as it encourages informed decision making. This is highly focused over the enhancement of the employee participation as Tesco can generate interpersonal relationship at the workplace which comes under the consideration of human relations approach through which the companies are able to provide staff members with high level of influence over the decisions at the workspace

(Qalati and et.al., 2022). The human relations are the theory which is highly focused over the psychological as well as sociological aspects of management which illustrates that how organizational structure interferes with the satisfaction level.

The theories which are related to the globalization also helps and considered the changes that occurs throughout the world along with the manner through which such changes have been influenced into business context. As per such theories, the business is more interconnected and most of the companies are engaged into the business activities with other international firms just like Tesco, who also handles the overseas companies along with its investment as well as its distribution chains (Trivedi, 2022). The managerial skills, same kind of expertise and technology knowledge are required in order to succeed into the workplace by possessing management skills which are authoritative enough to be a part of the manager. It has been identified that all managers are necessarily not using single theory or concept and implementing the strategies inside the office workplace.

Sometimes they are focused towards adopting combination of concepts that are depending upon the purpose, workforce and workspace that are being used by the managers. Understanding the workplace concepts with the help and adoption of management theories is one of the only ways to find out the appropriate theory that highly suits and beneficial in accordance with the circumstances within the workplace. Tesco management also adopts a similar kind of concept in order to enhance its employee wellbeing and group effectiveness (Nodirovna, Ta'nakulovich and Baxtiyorovich, 2022). This is the basic concept that has been involved into the success factor of any establishment as it includes into the organizing, planning, coordinating and directing a group of people in order to accomplish and achieve set goals as well as objectives into most effectual manner.

In order to discuss over the recommendations part for improving the recent practices that has been adopt by Tesco illustrates as:

- The employees of Tesco must be provided with the control over the way through which they work in effective manner without having any kind of stress into their mind. For this, the company should provide them appropriate training sessions so that they are able to take new tasks as well into easiest manner and resolve the related issues also in calm way so that the employee's wellbeing and performance at job has been enhanced.

- Allow the employees with high level of flexibility about the place at which they work as from different studies this has been analysed that providing employees with more choices as well as control over their work schedules helps them to enhance their mental health (Khassawneh, Mohammad and Ben-Abdallah, 2022). This include simple level of permitting that is different from starting till end makes the whole task easy and more unique afterwards.
- The strategies should be implemented in a manner that automatically help to generate and enhance the stability aspect among the workers schedules as many retail companies utilises just in time schedule through which the management of the company is able to match the requirements with the fluctuating demand of the employees.
- Provide the employees and staff members with high level of opportunities through which they can identify and resolve workplace challenges so that they can easily be able to participate into the improvement strategies or tasks at the workplace. Such things help to increase job satisfaction level which reduces the stress level and helps promoting human mental wellness (Kenedi, Satriawan and Khaddafi, 2022). The employees are also less likely to leave their job roles and provide further key benefits for the companies in order to try to retain their valuable employees in an effective manner.
- The company must keep their organization adequately staffed to reduce or balance the level of work or protect their employees from getting overburdened with the roles and responsibilities. For example, the long working hours or pressure at workplace makes it difficult and can take a substantial toll over employee health and wellbeing. From different studies, it has been analysed that high level of demand with the low control over the situations highly lead towards health risks as well as mental illness among employees.
- Moreover, in order to reduce risk factors and not to bear losses in their future terms, Tesco should implement and adopt dissimilar approaches in order to manage their supply chain. Most significantly at the time of innovation driven strategy that provides information and quality management that will be introduced. Moreover, the Tesco will also require updating its corporate HRM strategies through which the management is able to address the requirements of group effectiveness and employee wellbeing in most significant manner by provide them values (Meng and et.al., 2022). Through this, the company can meet a new and unique level of set standards for treating staff members and satisfying their requirements.

Conclusion

From the above report, it has been determined that improvement in work culture, team building, and employee wellbeing helps to foster the sense of trust level as well as companionship among the group of team members. At the time when the employees feel free and can be able to rely upon others for their support, they are more likely to work in collaborative manner in most efficient ways. The above report is based upon this aspect within which the concept has been explained with the help of theories associated with managing groups, along with effectiveness of the approaches utilised by Tesco. At the end, certain recommendations to the company also have been explained in detailed manner.

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