

UNDERSTANDING MODERN WORKPLACE

- **A CASE STUDY OF KELLOGG'S**
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INTRODUCTION

- *IN THE WORDS OF IVANOV (2015), EVERY BUSINESS ORGANISATION TARGETS TO CLIMB UP THE GLOBAL LADDER BY FOCUSING ON CERTAIN ATTRIBUTES SUCH AS*
 - *LEADERSHIP QUALITY*
 - *MANAGEMENT BEHAVIOURS*
 - *TEAM BEHAVIOUR*
 - *PERCEPTION*
 - *MOTIVATION.*

BACKGROUND AND OUTLINE OF THE PROJECT AND RELATED ORGANISATION

- *PROJECT PRIMARILY FOCUSES ON UNDERSTANDING THE MODERN WORKPLACE, WHERE THE CHOSEN ORGANISATION TO CARRY OUT THE PROJECT IS KELLOGG'S*
- *BASED IN U.S, THE MULTINATIONAL MANUFACTURING FIRM IN THE FOOD SECTOR, KELLOGG'S HAS SUCCESSFULLY MADE A MARK IN THE DOMESTIC AND FOREIGN MARKET DUE TO ITS QUALITY AND STANDARD OF MANUFACTURED FOOD*



CONTD.

- *THE ACADEMIC VENTURE AMONG THE FIVE MEMBERS OF A TEAM SIGNIFICANTLY CONTRIBUTES TOWARDS ENRICHING THE PRACTICAL KNOWLEDGE OF EACH INDIVIDUAL IN THE SELECTED ORGANISATION.*
- *SINCE, THE FIVE MEMBERS OF THE TEAM ARE EQUIPPED WITH DIFFERENT SETS OF STRENGTHS, THEREFORE, THE TASKS FOR EACH INDIVIDUAL IS ACCORDINGLY DISSEMINATED AND ALLOTTED*
- *THE PROJECT OFFERS A CHANCE TO THE TEAM MEMBERS TO GET AN EXPOSURE TO THE REAL WORKPLACE SCENARIO IN THE CORPORATE WORLD.*

THE GOALS AND OBJECTIVES OF WORKING AS A TEAM

- EFFICIENCY
- NEW AND BETTER IDEAS
- MORALE
- COLLABORATION OF TALENT



LEADERSHIP AND MANAGEMENT BEHAVIORS OF THE TEAM

- THE TEAM MUST HAVE THE CAPABILITY TO MANAGE THE TEAM EFFICIENTLY SO THAT THE TEAM GETS DEVELOPED AND THE OBJECTIVE OF THE TEAM IS ACHIEVED.
- THE TASK OF THE LEADER IS TO MAKE SURE THAT ALL THE DIRECTIONS TO THE INDIVIDUALS HAVE BEEN PROVIDED CLEARLY SO THAT THE TEAM MEMBERS UNDERSTAND THE WORK AND THE DIVISIONS ARE BEING DONE PROPERLY.

CONTD.

- THE LEADER MUST BE EFFICIENT ENOUGH TO ANSWER ALL THE QUESTIONS AND THE ANSWERS IN CASE OF ANY PROBLEMS FACED BY THE TEAM AND GIVE INSTRUCTIONS ACCORDINGLY TO THE TEAM MEMBERS.
- . THE TEAM MEMBERS MUST ALSO BUILD A SENSE OF TRUST FOR THE LEADER SO THAT THE WORK FINISHES IN TIME. IN CASE OF ANY TEAM TO WORK PROPERLY THE TEAM MUST HAVE A SENSE OF TRUST FOR THE LEADER WITHOUT HAVING ANY SENSE OF JEALOUS



GROUP AND TEAM BEHAVIOURS

- *THE FUNDAMENTAL GOAL THAT DRIVES THE TEAM IS WORKING TOWARDS ATTAINING THE PRODUCTIVE OUTCOME.*
- *EFFECTIVE AND IMPRESSIVE TEAM BEHAVIOURAL APPROACHES ARE THOSE THAT IMPROVE THE QUALITY OF WORK UNDERTAKEN BY THE TEAM, INSTIL A SENSE OF OPTIMISM AND RESPONSIBILITY TOWARDS SELF AND OTHER MEMBERS OF THE TEAM THAT RESULTS IN HIGHER PRODUCTIVITY AND EFFICIENCY.*
- *ONE OF THE CORE BEHAVIOURAL NECESSITIES IN A TEAM IS SHOWING MUTUAL RESPECT TOWARDS THE OTHER TEAM MEMBERS. THE SENSE OF RESPECT TENDS TO HAVE A MAJOR IMPACT ON THE TEAMWORK AND PERFORMANCE.*

CONTD.

- THE COHESIVENESS AMONG THE TEAM MEMBERS IS RAISED WHEN THE WORKLOAD ARE EQUALLY SHARED TO DERIVE THE BEST OUTCOME. THE SENSE OF COLLABORATION AND COORDINATION CONTRIBUTES TOWARDS PROMOTING MOTIVATION IN THE TEAM.
- . AS THE ACCOUNTABILITY INCREASES AMONG THE TEAM MEMBERS, IT PAVES THE WAY FOR CREATING AN ENVIRONMENT THAT IS CONDUCTIVE TO YIELD BETTER RESULTS NOT JUST FOR THE TEAM BUT ALSO FOR INDIVIDUAL MEMBERS



MOTIVATION AND PERCEPTION

- *PROPER PERCEPTION IS A SIGNIFICANT TOOL TO CREATE A COLLABORATIVE AND COOPERATIVE AMBIENCE AMONG THE TEAM MEMBERS.*
- *IN THE GIVEN PROJECT WHERE THE MODERN WORKPLACE ATTRIBUTES ARE NEEDED TO BE APPREHENDED BY THE TEAM MEMBERS, PERCEPTION PLAYS AN IMPORTANT ROLE TO PROMOTE COHESIVENESS AMONG THE MEMBERS.*
- *IT IS NOTICEABLE THAT THE UNDERSTANDING OF THE PERCEPTIONS OF DIFFERENT TEAM MEMBERS IMPROVES WHEN THE INDIVIDUALS DEVELOP CERTAIN SKILL SETS FOR ACCOMPLISHING THE TASKS ASSIGNED TO EACH INDIVIDUAL.*



CONTD.

- TEAM BUILDING AND MOTIVATION ARE RELATED TO EACH OTHER. THERE SHOULD BE PROPER COMMUNICATION IN BETWEEN THE TEAM AND THE MEMBERS OF THE TEAM AND IN ORDER TO MAKE A PROPER TEAM MOTIVATION IS THE MAIN FACTOR. THE TEAM IN ORDER TO KEEP THEMSELVES MOTIVATED SO THAT THE ORGANIZATIONAL STRUCTURE IS ARCHIVED MUST FOLLOW CERTAIN RULES AND REGULATIONS.



CONCLUSION

- IN ORDER TO MAKE AN EFFICIENT TEAM IN THE GENERAL WORLD IT IS IMPORTANT TO FOLLOW CERTAIN GOALS AND OBJECTIVES SO THAT THE TEAM RUNS EFFICIENTLY. THUS IN ORDER TO WORK IN A PROPER WAY THE TEAM NEEDS TO HAVE AND MAINTAIN A PROPER COMMUNICATION AND ALSO FOLLOW CERTAIN SIGNIFICANT RULES AND REGULATIONS SO THAT THE TEAM RUNS EFFICIENTLY



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**THANK
YOU!**

