

Introducing the Modern Workplace

Assessment 1

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Executive Summary

The report has discussed the effect of departmental structure and the culture at the workplace on organisational performance. Further, the report has discussed the role and responsibility of the management in motivating their employees and what are the factors that determine effective management. Furthermore, the report has also analysed the ways of addressing the individual behaviour of the employees.

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Introduction

With the advancement in technology and the digital world, companies have started switching to use modern methods in running their businesses. For instance, nowadays organisations like ASOS are developing products and services keeping in mind the latest technology that can benefit them in the future. In addition, different organisations are also ensuring a good workplace environment for the employees in order to make them work effectively. These modern spaces are integrated with the latest technologies and have the features like restrooms and cafeterias for their employees to make them feel good. Likewise, the companies have also started the employees for their achievements and have established a communication link with their employees. This report will analyse the relationship between the employees and the organisation and how this relationship impacts the performance of the company. Further, the report will discuss the important feature of managerial work and the role of a leader in an organisation. Furthermore, the report will evaluate the approach of the management towards the employees that can affect the individual behaviours. Hence, the companies need to address the issues of their employees and provide them with a vision about the goals and objectives of the organisation.

Task

Impact of Organisational structure and Employees on Organisational Performance

- For an organisation like ASOS Plc, different functional areas work collectively to help the company to achieve its business goals. It is important for these departments to work effectively and efficiently for the smooth functioning of the daily operations. For instance, the finance department should analyse the market and provide the funds to different functional areas accordingly. The *performance* of the organisation largely depends upon the *employees* and the *departmental structure* that is being followed in the company (A Berberoglu, 2018). It is important to understand that an organisation with a good structure of departments have a positive result on the employees. The employees are motivated and can work productively to accomplish the business aim of the company. Likewise, it is important for the organisation to keep their employees motivated and satisfied in order to achieve the targets. A positive atmosphere at the workplace has a positive impact on employee satisfaction and thus motivates them to work hard to achieve the goals. Besides, *the culture* at the workplace also affects the performance of the organisation (Nazarian *et al.*, 2017). For instance, if there are conflicts at the workplace then the employee will not be able to work effectively. This in turn will impact the productivity of the organisation and may result in the failure of the projects.
- Thus, to maintain the effectiveness of the employees it is important for the organisation to keep satisfied and motivated towards their work. *Highly engaged employees* tend to increase the profit margins of the company (Osborne and Hammoud, 2017). For instance, if the employees at ASOS Plc are given training and the work is divided equally among the employees, it will keep them satisfied. In addition, the structure of the organisation should be transparent. Different functional areas must be kept updated regarding the work of the other department. For instance, the marketing team should work closely with the research and development department to know about the product. This will allow the marketing team to prepare a marketing plan in accordance with the design of the product. In addition, it is the collective effort of different departments that determines the *success of the organisation*. Besides, the employees should be kept motivated. This can be done by offering them rewards for their excellent work and the company should also provide them vacations that are important for the well-being of the employee.
- The different departments functioning at the workplace must have mutual respect for each other and should also listen to the ideas of one another. This can allow the company to get more efficient employees that can fulfil the business objectives. In addition, the management needs to establish direct communication with the employees so as to keep them motivated. Besides, regular communication with the employees make them loyal and influence them to work for the betterment of the company (Beltrán and Bou, 2018). The organisation structure also improves the production of the organisation by creating different levels of communication and monitoring the performance. The collective working of the departments also allows the organisation to make efficient use of the resources and develops employees with stronger skills.

Role of Leadership

- It is important for organisations like ASOS Plc to guide their employees and provide them direction for achieving the goals. Thus, effective leadership is required at the workplace that can keep the employees motivated and help them achieve their goals. A **leader** is a person who looks for ways to improvise things and keeps the people motivated to reach their goals. **Positive leadership** helps to manage the people effectively and build productive teams. The role of a leader is to integrate the abilities, skills, learning and experience of the team to achieve better outcomes (Björk *et al.*, 2018). Establishing an effective organisational structure and proper **communication** among different departments is the responsibility of the leader. A leader must continuously inspire and motivate people and keep them focused on their goals by providing them with a vision. Leadership affects the behaviour and conditions of the people (Afsar *et al.*, 2020). A leader must understand the weakness of the people and find better solutions for them after analysing the issue they are facing. The leader needs to be an effective role model for the team.
- A leader must address his issues so that it does not negatively affect the people. Developing different strategies for the people or the organisation is the role that every leader must-have. To understand any problem, the leader must be a great listener. A leader must talk less and ask, learn and observe more. The authority of taking decisions is a key element for a leader. **Decision making** involves making hard choices and a leader must not be afraid of taking tough calls. A leader must be a delegator as well to make sure that his team is having the best abilities and is motivated to learn new things. **Leadership** in any context either in an organisation or in day to day lives, calls for giving people a direction (Silsbee D, 2018). Being a leader adapting to different situations is very important. The leader should know the ways to handle different situations and people effectively. A leader is one who knows the problem, finds and goes through the solution to maintain the trust of the people.
- Effective leadership management can make the employees work as a team and also develop new skills that can be utilised to complete a given task. Leadership is about taking responsibility and helping the members to achieve their desired goal (Willis *et al.*, 2017). The management should share the information with the employee to help them overcome the issues. In addition, effective management can also maintain the job satisfaction of the employee. For instance, if the management of ASOS Plc is not providing vision to its employee and expecting them to complete the task, it will demotivate the employees. Hence, employees will not be able to work at their best. On the other hand, if the employees are given exposure to training and development sessions and are regularly contacted by top management, it will motivate them. Thus, it will yield positive results and help the company to succeed.

Factors Affecting Individual Behaviour.

- The behaviour of the employees towards the organisation depends upon the approach of the management in satisfying their demands. Thus, it is important for the organisation to keep their employee satisfaction as a priority and focus on their well-being (Nielsen *et al.*, 2017). Employees must be kept engaged with their work. For instance, if the company is not providing their employee week offs and expects them to work for seven days a week, it might result in an improper work-life balance. This will affect the productivity of the employee. Thus, the employee will feel dissatisfied with the job and may eventually quit. This will also affect the employee relations of the company. In addition, some employees feel satisfied by getting fair compensation. Thus, the organisation must pay their employees according to the work

done. Likewise, the employees must also be rewarded for their hard work to keep them motivated.

- It is important for the organisation to maintain a healthy employee relationship. Employee relations refers to an organisation's approach towards its employees (Ali *et al.*, 2018). It is one of the most important factors nowadays that the companies are working upon. Hence, the company needs to think about the work-life balance of its employees so that it can bring the best out of its employees which can add to the growth of the organisation.
- A healthy relationship between a company and the employee can keep the morale of the employees high and will keep on motivating them. To address the issue of the employees, every company has an HR department that works closely with the employees so that the employee doesn't feel he is not being just treated as a slave but is getting benefits from the organisation in which he is working. The HR department also has the responsibility to take the employees to feedback so that the company knows what else the employee needs for the company.
- As far as the growth of an organisation is considered, employee engagement plays a crucial role. High employee engagement shows that the opinion of everyone working for the organisation is considered and there is open communication to address and tackle the issue (Kang and Sung, 2017). If an employee is able to share his thoughts openly it means the employment relationship is good. Likewise, if an employee is satisfied with the work atmosphere of the company, then it makes him feel that he is an integral part of the company. A positive employee relationship also affects the productivity of the employee. Organizations can extract the best from the employees if they keep the employees highly engaged and satisfied. In addition, if the companies have employee engagement it can result in higher revenue growth than companies with negative employee relationships. Thus, if an employee feels highly satisfied with the work atmosphere at the workplace, it will add to the employee productivity. Hence it becomes important for the company to address the issue of positive employee relation. If an employee feels that his demands are being met and is being treated as a stakeholder then the chances of him leaving the company becomes less. Employees shouldn't feel insecure about their job. For this, the company is responsible for building an atmosphere where the employees can express themselves.
- Besides, the organisation should give some powers to the employees on decision making which can be achieved by building a proper employee relation (Potnuru *et al.*, 2019). The organisation will come to know about the needs and demands of the employee if and only if there is a positive employee relationship. Apart from getting all the benefits from the organisation and having a proper work-life balance, the employee has to do their best for the organisation. Many companies have already started to empower their employees for fast growth. It becomes important for the employees as well to show respect towards their team members and seniors because they will not be able to do wanders alone for the company.

Conclusions

This report discussed the impact of the organisational structure and employees on the performance of the organisation. In addition, the report also discussed the role of the management in motivating the employees and the factors responsible for determining the leadership. Further, the report discussed the various factors that affect the behaviour of the employee while working in an organisation. Hence, the success of the company depends upon the employees and the transparency among the different functional departments. On the other hand, the management must also guide the employees towards the goals and addressing their demands. Thus, in order to keep the employees motivated and satisfied, the organisation should work on improving employee relations to keep their employees motivated.

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