



INTRODUCTION TO THE MODERN WORKPLACE – STRUCTURE AND CULTURE

Task 1 – Analysis on Museum of London

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Introduction

The purpose of this essay is to demonstrate clear understanding and comprehensive application of the organisational culture and structure with interlink of their significance within an organisation of choice. Their concept along with role in ensuring positive business results will be the highlight of the essay, in addition to theories of styles and their effect over employees. The chosen organisation in this context is Museum of London, which is one of the most remarkable tourist destinations for travellers in the United Kingdom.

Organizational structure refers to the type of activities that agency activities are assigned, coordinated, or controlled to achieve the other goals of the company. There are exceptional styles of organizational systems such as functional organizational systems as well as divisional organizational and matrix structures. Each of the enlisted aspects are applied and managed differently in the workplace. According to the studies of Sallee (2013), whichever style is chosen, it will certainly create a fully unique environment which aims to help in business management.

Organisational Context and Decision Behaviour

It is a natural assumption that the achievement of a corporate organization depends on its form and shared values which shape its culture to the wider public. Both formulate the differentiation in understanding of business management, in terms of comparison between companies all around the world. Notably, the purpose and sector of operation for a company in question also affects the management. As previously mentioned, the organisation is the Museum of London, founded in 1976 and having a strong presence in the contemporary tourist London industry. One of the unique aspects to the management found in the museum is the shared value of openness and as well as that connectivity to the employees and visitors.

The museum operates in a few locations across London, one example being Kensington. Furthermore, there are approximately employees ranging from 201 to 500. The corporation has an advanced matrix design within the enterprise,

accompanied by a mixture of two or additional systems. Employees are created here in a hierarchy and have close reporting reports, which means that they have to touch every manager and director if absolutely necessary (Islam, et al., 2015). The shape of the matrix implies stability between exclusive organizational structures. With this variety of forms, the London business attraction achieves additional productivity and will be brief in adapting to market demands and changing customer requirements (Islam, et al., 2015). This type of structure is best suited to those enterprises that have capabilities in a dynamic environment, and the matrix structure is not suitable for enterprises that are stagnant and do not now function in accordance with the conversion environment and produce or provide well-known tourist services. The museum is and must continue to adopt this structure to encourage flexibility and adaptability to changing preferences in art across its enterprise and to enable it to gain better percentages of staff progressive performance as well.

There is no form that is most appropriate for all situations in the company and the structure depends on the vision for the future of the employer in question. There are formal and informal structures within the organizations. According to Suppiah and Sandhu (2011), when formal systems refer to documentation and verbal exchange between channels and departments of higher authorities, the informal form, then again, the informal structure depicts how people can communicate with effect. The museum of London may focus on providing art satisfactory service for the visitors but must also focus on the employee management aspect and thus uses a combination of formal and informal structures to bring efficiency to information flow. This is done to embellish the performance of the organisation. There are benefits to the multidimensional form of the matrix organisational structure such as the fact that the record keeping allows managers to adjust objectives with effective time for completion as they have constant vision of their teams. According to Stare (2011), there will be several records and will usually be adjusted very well to more dynamic departments involving market research which is naturally the marketing functional area.

Following the implementation of the organisational structure in the Museum of London, there is a prominent share of power and authority between one of the kind managers in the business team for the teams. This is useful for the agency as a fairly

professional and talented asset can be utilized through the use of special teams or initiatives within the business. This allows for within the sharing of statistics and understanding in the company. It is dynamic and facilitates open and communicative environment that integrates the individual capabilities – focusing on both enhancing strengths and working through weaknesses in skills collectively. Moreover, this enhances the capabilities and information of employees that can be used at any time and where they are viable or necessary in the enterprise according to the studies conducted by Eppinger & Browning (2012).

The organizational tradition is notably quite collaborative due to the fact that it enables workers in their presentation of views and opinions, thus their creative ideas can be realized as useful to the business organisation. In that regard specifically, small teams work for distinctive projects that lead to faster dreams come true, which further gives staff flexibility in working hours and working techniques that will work freely from any control stress. In this way, their innovative thoughts are widely used and applied in tactics that serve precision and one-of-a-kind merchandise for customers / visitors in question. Wood (2010) argues that this will also allow for the maintenance of industry competitiveness and encourage innovative action undertaking.

In addition to the previous point, the museum optimises the use of a stable concept for the subcultural part of its management where the managers and employees alike are strongly committed to their images, values and ideals – principles as well. The result is the result of the powerful overall results of the business enterprise in the outcome. Ramachandran *et al.* (2011), further suggests the presence of a strong link between a strong corporate tradition and the profits of a company which utilises such managerial principles. If the same lifestyle is observed throughout the agency, then it is easy for exclusion groups to share their goals and objectives and can adopt similar procedures to achieve them.

Additionally, the subculture in question acts as a tool for motivating employees within the employer to do everything possible for their business enterprise, which gives them sufficient independence and opportunities to prove themselves. A common

tradition in a corporation is the sense of belonging to employees and they are able to share the responsibilities of an organization that succeeds in a business venture/

Essentially, it is significant for a business of such kind to embrace the lifestyle and structure of a company, which in turn helps with data/ research on the market environment and also enables organizational goals and better representation of the company. The employer can apply the preferred form and traditions in the workplace as soon as he decides on the expectations of the employees, their work, behaviour, participation in the business. According to Wood (2010), organizational systems no longer increase the convenience of companies, but additionally utilize available tactics and assets that lead to increased organizational performance.

In contrast to this, a poorly structured company cannot be motivated by employees and ultimately by employees where poorly structured business unit cannot properly manipulate an employee's overall work, processes and policies. An effective corporation subculture will increase the wonderful mentality of the employees, which increases their productivity and ultimately the overall work of the corporation. Human resources have become an organizational tradition on the museum (Islam *et al.*, 2015). This is done through training and other strategies that will enhance the capabilities and competencies of staff, who complain about creativity in the enterprise and innovation, which is the company's main desire for social media. Some of the features that represent the Museum of London's subculture are openness, creativity, continuous improvement of expression and boldness, creative method of making choices for display of artefacts which are over 80 000 by this point in time and as well as that, fast problem solving and pragmatism among employees.

Zheng *et al.* (2010) states it is clear that the form and lifestyle of an organization are the main elements that determine its implementation. If a business has the right culture and structure, it will come out clean to achieve the goals consequently. It also allows competition to be collected within the industry and attracts as many customers as possible. The Agency's structure relies on its size and effectiveness. Similarly, it depends on the lifestyle that is followed in the organization, and therefore connecting those aspects.

The culture and structure of the employer are interconnected. Where form depicts how the distribution and sharing of responsibilities and what position and management is given to people, the culture allows it to thrive by developing the right environment and further motivates employees to move in the pursuit of the employer's dreams. The museum's subculture and structure alike are like its rotation, helping to develop new designs and techniques to achieve its goals. This further defines the policies and techniques of the corporate environment, which are observed through the determinants of staff and type and flow with the flow of verbal exchange in the business enterprise.

Theories of Organisational Design and Lifestyle

There is a unique theory of agency layout and subculture that shows how an organization plans its techniques to increase the productivity and productivity of the identical. Some of the models are like classical theory, neoclassical theories and contemporary theories given through extraordinary people, according to Tierney, (2011).

Firstly, it is the scientific approach of control in a business organisation. The notion is that it manages the workflow of a corporation and improves its productivity and staff productivity. He promotes the concept that there is a standard way of doing things right for a business enterprise. The principle became popular with the help of Frederick Winslow Taylor and he gave some management ideas that he thought could be effective in the business workflow. These principles are:

- 🚦 Science, not the rule: the employer does not have to adhere to the same old strategies and the organization must continue to experiment with new methods that can guarantee effectiveness in the business enterprise.
- 🚦 Harmony, not discord: this way, consent must be installed within the organization and this will be of benefit to the agencies.
- 🚦 Collaboration, no longer individualism: The approach that human beings in a corporation must take to cooperate.

- 🚦 Everyone's Development: This is an approach that every person or worker should be able to scale and the school should be provided for the same, according to Tierney's studies (2011).

Therefore, this concept demonstrates that organizations must work in accordance with these standards so that a healthy subculture builds consensus among all and all must contribute to their efforts to be effective in the activities of the organization. This concept studies exceptional methods for bringing sand business efficiency and the concept of installing systematic organizational design.

On the other hand, the neoclassical concept came with people and was given through Elton Mayo, who came up with the idea that in order to improve the work of the enterprise, human relationships need to be improved in order to increase productivity and employee satisfaction in order to be effective in achieving efficiency. of the organization (Sallee, 2012).

Contingency and Situational Approaches in Organisational Context

Exemplary aspects of this essay focus on structures and approaches that may not be adopted by the Museum of London but are still widely popular among other companies. Those are the contingency or situational ideas indicate that there is no one way to manage or deal with a corporation and distinctive styles must be used to meet the requirements of the organization. It is given by Fidler and shows that the combination of different styles can be adapted to the distinctive situations in a dynamic global environment for commercial enterprises, according to Sallee (2012). The situational benefit depends on three factors, which are:

- 🚦 Relationships with Leadership Members
- 🚦 Task structure
- 🚦 The strength of the leader's position

The various political, economic, social and technological elements are related to the perception of any form or culture in a corporation that is best suited to the company.

Conclusion

It can be concluded that organizational systems can be complex for both employees and businesses. Systems should be guided by thinking of all related factors and situations, as this determines the efficiency or failure of a business enterprise. The results of the enterprise are closely related to its characteristics, structures, lifestyle and people management within the enterprise. Business entrepreneurship and management theories have improved the overall performance of organizations. Employer culture can lead to a complete representation of staff who have changed into their preferred and expected ones through the museum of London.

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