

Introducing the Modern Workplace

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INTRODUCTION

With the evolving time the way of carrying out business operations have definitely changed for the good. It has been noticed the organisations are well aware and pays much attention to the values that the employees of the organisation hold. These transformations have helped the organisation in bringing the technological transformations within the processes of the organisation. Businesses nowadays have started focusing on the digital collaborations and technologies which will add much advantage in the company's future adventures (Al-Musadieq and et.al, 2018). Modern workplaces have been focuses on the elements which helps in improving the productivity of the employees, the functions of modern workplaces are associated with the future innovations and competition which the world is likely to encounter. The needs of the employees as well as of the employers are taken into consideration which helps them in developing the right policies and strategies for development. With the rising nature of remote work, modern workplaces have adapted this change and provides the required facilities to their employees.

MAIN BODY

Organisational Structure of Unilever

The structure, culture, people are interconnected and influences the organisational performance in many a way. Unilever as being a global company believes in having a simplified organisation structure, the company recently made modifications which has helped the organisation in developing strategies in simplifying its organisational structure. Now the organisation has fragmented its operations within 5 groups which covers the whole operations within the organisation. As no such organisational structure is considered of the top most importance, the style and the pattern of the organisation solely depends on the mission and the vision of the organisation. Irrespective of Unilever and other multinational companies, many businesses do not give much importance to the structure of the business organisation. The structure within an organisation is responsible for determining the responsibilities and the positions of the employees which is significantly of much importance as this directly impacts organisational performance which can't be neglected (Daneshm and Nia, 2019). The structure accounts for the way the processes within an organisation are being taken out, which also involves the documentation of the previous operations. Documentation plays a significant role as it helps businesses in understanding the reason of the downfalls along with the success the company has experienced. The importance Unilever has given to its organisational structure will

bring added advantages to the company, as the structure of an organisation can impact the on the performance of the organisational functions. Every change that takes place within an organisation have a substantial role to play in the organisational performance, as the structure helps in providing the required clarity to the employees at various level of operations and improves their efficiency. As it divides the employees within separate teams which helps in developing a sense of ownership among the employee's along with the clarity.

Factors contributing in Unilever's Success

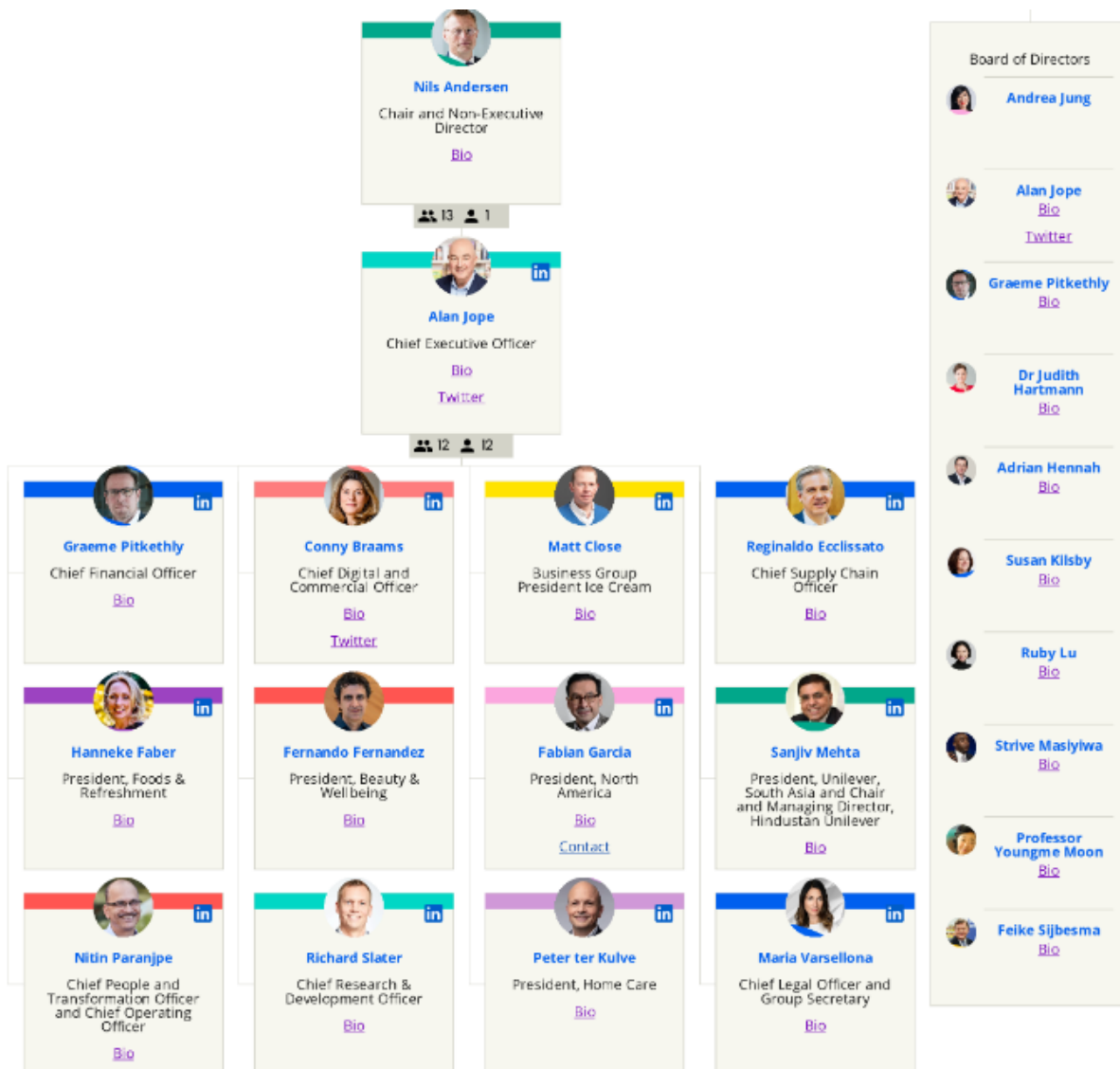
Unilever has adopted a very systematic and structured form of management which helps the leaders in strategically planning the basis upon which the actions of the company will be taken. Management within an organisation is impacted by several external as well as internal factors which could significantly impact the effectiveness an organisation management. Companies are required to analyse the functions of their competitors which put significant pressure upon the management as they are the ones who are required to understand the facts affecting the organisation (Joiner, 2019). Organisations are required to taken the political conditions into account as they have the potential of impacting the entire business processes of an organisation. For which the organisation mends their management styles and operations depending on the factors such factors. Demand and supply within economic environments determines the success rate of an organisation along with the leadership and the management the company is sticking to, if the present leadership and management styles are not capable of brining the desired results for the organisation they need to be changed or moulded in a way which will bring the desired results within an organisation.

Critical Evaluation of Internal factors

An organisation's success relies on several associated factors in which the internal factors weighs significant much in regards of organisational success. But at times the role of these factors results in quite contrasting and unfavourable situations for the company.

Organisational Structure

Unilever has mend its business operations in regards of Divisional organisational structure, with the aim of streamlining the business operations Unilever incorporated changes within its organisational structure policies with the vision of making it adaptable and more brand centric The new organisational structure of Unilever is referred as Functional/ Divisional Structure which emphasises on the segmented focus areas of the brand.



Regardless of the advantages experienced by Unilever in terms of adopting the organisational structure, a series of impactful disadvantages have been experienced by the company which are as follows:

- **Monotonous:** Employees within Unilever have experienced a sense of repetitiveness of the activities which has gradually reduced the functional capabilities of the company. As the structure formulates chronology in regards of the business operations which makes it less interesting.
- **Increased Internal clashes:** As each business operation is associated with the other one which makes the proper management and execution of the practises necessary. As when one set of activity is not performed with the full ethnicity of it, it may affect the

associated activities of other departments. At times the less deserving employees get better promotions which reduces the motivation of other employees.

- **Ineffective communication:** The significance of communication within businesses is undeniable and need to be maintained regardless of situations. The functional organisational structure is responsible for developing communication bridges which causes much difficulties for the employees and their associated employees.
- **Low Morale:** The organisational structure has drastically impacted the morale of the employees which results in the declining productivity, and inability in regards of the unattained targets. As the senior management constantly changes which retards the efficiency of the employees.
- **Rigid:** The functional management structure due to its rigidity has formulated a quite rigid structure which do not allows innovations and is resulting as a wastage of the employee's capabilities and talents.
- **Growth:** In times of growth, each department starts acting like a separate department which has caused stagnation within the company, resulting in reduced growth.

Organisational Culture

The times the organisational structure of Unilever has helped the company in attaining the desired growth, but at times the organisation has faced significant difficulties. In times of organisational mergers Unilever has to deal with the wide and contrasting beliefs and practises which has contributed in slowing the organisational growth. The employees within the company has gone through a phase where they have to express resistance in regard of cultural change, the organisational culture under the influence of its organisational structure have reduced its flexibility which is causing distress within the employee base of the company. The strong organisational culture of Unilever is acting as a tough barrier in regards of diversity for which Unilever is required to take rectifying measures.

Senior Management

As being a multinational company, Unilever aims to recruit managers of high calibre regardless of this the management of the senior level managers becomes a task as at times the managers of different gets into clashing situations which reduces the business prospective of the company. Regardless of this the presence of the senior managers within the organisation have a significant role to play as these individuals do handle the entire management of the entire

business processes and are responsible for determining strategies through which the determined goals of Unilever are being achieved.

Opportunities and Challenges associated with Unilever

Challenges	Opportunities
With the wide employee base of the company, Unilever at times is not able to recognise the right talent which do retards the progress levels of the company.	Unilever is focusing on providing constant and high level training sessions to its employee base, which helps in developing the required skills among the employees which improves their contribution in regards of their actions and associated business contributions.
Employee engagement is certainly a challenge, for the human resource of the company as the preferences of individual varies, which creates much constraints in regards of making employee engagement effective.	As being a global company, Unilever acquires all the required career opportunities for the employees, which has even contributed in enhancing the employee retention rate of the company.
Unilever practise divisional organisation structure organisational structure which results in lack of transparency within the organisational processes.	Unilever emphasises on the continues development of the employees, for which the company do sponsor the higher education of credible employees which helps them in enhancing their skills and capabilities.

Implied practical models within Unilever.

Behavioural management theory helps in understanding the ways in which an individual socially interacts and helps organisations in understanding the motivations behind the actions associated with these individuals. This study is feasible with the incorporation of the psychological, social and anthropological factors, it is a significant study which helps one in understanding the driving forces of the acts associated with individuals. The behavioural theory is furthermore divided into

the study of the human relations followed by the behavioural sciences. With the help of these theories companies such as Unilever can take great help and develop policies will significantly the organisation in developing policies for the cross functional team they have. With the help of these studies management of the employees become a bit feasible as the leaders are now able

to develop strategies, whose basis is the physiological factors which derives the behaviour of the employees. There exist several factors which impacts the functioning of the behaviour of an individual, such factors includes physical factors which broadly comprises of age, health, medications etc. These factors have a major role in the way they respond, as many internal and external factors varies with the changing environmental factors which needs to be taken into consideration (Edmond and et.al, 2020). As being a working professional I have experienced several instances which has helped me bring my very best capabilities, as at times the associated financial and family emergencies, have impacted my behaviour within professional environment The office work culture has played a significant role in determining my contribution in particular situations, the implication of efficient models and principles have brought a significant change within the employees contribution, which have been experienced by me and my associated employees In addition to it Unilever has made sure that we the employees are being trained accordingly, but at times as being an employee certain irregularities have been experienced by me in regards of the implication of behavioural management models. Unilever has noticed through its operations that behavioural management approach is not that effectively on its own for which the organisation has accompanied this approach with other individual behavioural approaches which includes the human relationship approach the way of management which is being followed by mangers for effectively managing their subordinates (Singh, 2021).

Recommendations.

- The conducted analysis comprises the drawbacks associated with the operational processes of Unilever, but with the implementation of effective measures the required changes within the processes can be brought.
- In regards of improving the organisational culture of the company, the human resource management of Unilever is required to work on their diversity and inclusion policies.
- The required modification needs to brought with the present organisational structure of the company, which includes the development of sense of ownership and accountability among the managers and the associated employees.
- Training sessions will also be required by the employees in order to have them deliver the expected level of customer service in regards to Unilever's long term market vision. Through training sessions, the company can also provide better career development prospects to their employees which can also improve workforce motivation in both an intrinsic and extrinsic manner

CONCLUSION

The aim of the essay is to present the overview of the all the factors being considered in the modern workplace, followed by the relationship the organisational culture, structure and people have to share and the ways in which it affects the performance of an organisation. Followed by the ways in which the business operations are being impacted by the adopted leadership styles along with the management which follows by. The business operations are impacted by several internal as well as by the external factors which they are required to oversee. For effectively practising management methodologies it is required by the higher level employees to look towards the individual behaviour as it is significantly a driving factor for the employees and the way in which they respond to the policies and other governing factors.

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