

**UNIVERSITY OF WALES
TRINITY SAINT DAVID**

LONDON

**PROGRAM:BA BUSINESS MANAGEMENT
SUBJECT:INTRODUCING THE MODERN WORKPLACE**

NAME:OANA MARIA STAVARACHI

ID:1714865

TUTOR:MUSFIQUR RAHMAN

THE TABLE OF CONTENT

1.0 INTRODUCTION.....	2
2.0 STRUCTURE.....	3
3.0 CULTURE.....	3
4.0 EMPLOYEES.....	3
5.0 DEPARTMENT ORGANISATIONAL STRUCTURE.....	4
6.0 CONTINGENCY THEORY	4
7.0 CONCLUSION.....	5
8.0 REFERENCES.....	6

Analysing the relationship between structure, culture, people and organization performance

1.0 INTRODUCTION :

An organisational culture is developed by various elements such as structure and people. These both are directly related to organisation and can impact culture in positive or negative way. Also, any change in this affects organisational culture (Scarborough, 2016). Therefore, it is important for business to select appropriate structure so that people can easily communicate with each other. Moreover, performance of organisation is dependent on its culture. There are various factors that can affect culture. It may be related to people, structure or performance and leads to conflicts. Managers must develop strategies on how to deal with it so that culture is not affected.

In terms of student and long lasting effectiveness business management is the process or study that prepares the business original games and long lasting effectiveness and makes the better advancement goals. Overall, this controls the major task effective performance in order to make the long lasting effective growth on the culture activities. On the basis of better task and best approachable and best effective growth nature (Burns and Dewhurst, eds., 2016). Kellogg's is the American manufacturing company that is situated in Battle creek, Michigan and united states. The main purpose of the company is to Nourishing families so they can flourish and thrive. Company creates the fresh and long lasting effectiveness to accomplish the consumer needs and wants. As per the business management principles its highly denoted as good environment and culture of the business. Kellogg's motivate environment where company push beyond boundaries and across borders to creates food and brands that helps to fuel the best ion everyone everywhere. It also helps to accomplish the long angulation goals of the company. Kellogg's culture is the long effectiveness goals and best approachable results.

Company analysis is depends on the nature of fact that determine the best and effective goal making targets. This process of Kellogg's is belongs from his beliefs of nutrition and dedication to well being (Hair Jr, and Lukas, 2014). Besides, motivated by a passion, quality and innovation, he created the first ever breakfast cereals and then shaped an entire industry. From the analysis the programs and best approachable target goals. Overall, as per the employees' perception they are enough capable and satisfied with the environment of the company and long effectiveness of better target goals. Overall, it illustrates how the motivational techniques helps to develop the business as a great place to work. It has been concluded that, working culture of the company has been perfect for the employees. To analyse the working environment is more necessary and important that helps to keep employees effective and working perfectly. The perfect and ever lasting effects of the study has been done the better long lasting effects this make she environment more tormenting and long lasting effects that helps to keep the environment positive and motivated. Present study will be based on the workplace environment that helps to motivate people. On the basis of perception, Kellogg's is the world's leading breakfast producer of cereals (Rudansky-Kloppers and Strydom, 2017). Overall, it requires the main changes and long lasting relationship. This would be given long lasting effectiveness and major goal oriented task performing channel. Kellogg's adopts the variety of functions and work roles, Which makes the long duration of growth. Apart from that, it keeps the best approachable knowledge gaining process.

Scientific management concept at Kellogg's has adopted Frederick Taylor that is known as scientific management. Taylor believed that monetary reward is the most essential and important factor of

motivation that has been adopted by the company Kellogg's. Frederick Taylor applies this approach on the employees who indulge with narrow jobs such as in production line. It also analysis that pay is the foremost factor of motivation. This motivates the best approachable goals and long lasting effectiveness which keeps everything better (Scarborough, 2016). This helps to enhance the productivity of the employees or better output performances. Withing the Kellog's it has been suggested that, it helps to control the long lasting effectiveness and major goals factors. This factor has been created as per the needs of the organization process or skills and wants. On the basis of limitations of scientific management is that to limits their abilities to take ownership of what they do. Staff members should always be motivated and effective for imagination to contribute change productively. This is the approachable that makes the long suitable effects on the nature of fact. Majorly this helps to protect the best and approachable task making performances.

Adding to more, another theory of motivation could be adopted by the company is Mas low's theory model. This relates to the hierarchy of needs, at the bottom are essential and physiological needs such as air, food, shelter and clothing. This also makes the approachable and long lasting effectiveness and goals. This theory of motivation would apply on the employees. As per the growth and challenging factors. This makes the proper and effective planning goals. This is the another strategy which is effective for the company better environment. From the identification of growth and challenging behavior it makes the proper changes and better effective growth (Schaper and et.al., 2014). This also makes the better effective goals. On the basis of analysis, it makes clear that it is the helpful and long lasting efforts for the betterment of organization level to keep the environment positive and effective. This also helps to take the better environment goal. That helps to take care of the better employee retention growth. Overall, it also helps to analyse the long term process and goals. That makes the better dancing performance or better output level. All over the work is effective and implementing effectively as per the goal and objective. This overall, process and goals that makes the approachable goals. That helps to take the positive and impact decision making growth. This makes the proper implementing needs and goals. Moreover, the thing is that to control the negativity growth of the person who controls the positive action goals. Overall, it also helps to control the positive and long challenging goals. Better productivity growth will never be like and best approachable task making performance. Overall, application and goals suggested the approachable task making performance and goal objective performance. This also makes the proper and best approachable target performing level (Uhl and Gollenia, eds., 2016). Social needs are the another most necessary goal and objectives. That concept the positive performing functions. On the basis of task performing functions and goals. This helps to take care the needs of the employees as per the needed situation.

The factors that contribute in organisation performance are:

2.0 Structure- A flexible structure will encourage employees to support each other. It will also help in developing effective relationship between management and employees. They can approach them to solve any issues.

3.0 Culture – it is the main factor that is considered. This is because if there exists a better work place condition, there will be positivity all around. Employees will work with more dedication. A better relations between employees will build good working conditions.

4.0 Employees – they are the employees that perform task. If employees behave properly with each other, they can develop better relations with each other. This will lead to effective coordination among them. With this goals will be achieved efficiently.

According to Burns and Dewhurst, 2016 it is very important that an effective relationship is maintained between management and employees. It is because it helps in developing a better organisation culture and environment. Also, people spend most of their time at workplace, so it is important that proper working conditions are established. In an organisation diversified people works. They communicate

and help with each other. There are various factors that can affect the work place conditions. Thus, it is essential to identify them and take proper actions. Besides this, it is necessary to motivate employees so that organisation culture is maintained. This helps in reflecting a better culture in the market. As per the view of Uhl and Gollenia, 2016 in companies follows several techniques to develop a better work place environment. A company that have various departments and roles has to take effective measures to control culture. Furthermore, employee efficiency can be enhanced by creating a better work place. For this a proper structure and communication process must be established. It will help in reduction in conflicts.

An effective and better organisational culture will help in generating more revenues. This is because employees prefer to work in environment where they are provided freedom to take decision and participate in decision making process. Also, the culture of organisation depends on its structure. It is because having a flexible structure will allow employees to engage with each other. In this way they will support in each other in achieving goals and objectives. So with this overall organisational goals are achieved and it also enhanced employee performance. They feel self motivated and put more efforts. Therefore, it can be said that culture, structure and people are interrelated to each other. There are various models of organisation that can be followed. These are as follows -

5.0 Department organisational structure- In this it states that the organisational structure must be divided according to departments. For example- each department like finance, marketing, sales, human resource, etc. they all should report to the top management. This will help in assigning goals and objectives separately and effective working (Haldorai, Ramu and Murugan, 2018). Also, efforts can be integrated that will lead to achieving of overall organisation goals and objectives.

This model can be applied in Kellogg's where they are having different departments such as marketing, finance, human resource, etc. they can execute it so that overall goals can be attained effectively. But the limitation of model is to it narrows the scope of workers skills and qualities. As they have to work in specific department only. It will not only help in developing better culture but also achieving goals in specified time period. In addition to this, employees can be motivated by providing them growth opportunities. Furthermore, it will help in reduction in conflicts. The main benefit Kellogg's will get is maintaining product quality. But on the other hand it has provided them a better work place environment.

For example – Facebook follows this model. Through this model they set each department goals and allocate resources to them.

A modern workplace can be developed when all elements that are people, culture, etc. are involved in it. Besides this, the concept of scientific management restricts employee growth. A better work place environment will create a positive impact on the mind of employees. It will lead to conflicts (Schaper and et.al 2014)

A theory related to organisation culture can be used to demonstrate how it can impact the overall organisation culture. The theory is explained below:-

6.0 Contingency theory – It states that conflicts are common and occurs in every organisation. So it is very important to deal with it. According to this theory, conflicts can be managed. So organisation must develop some strategies to solve conflicts. Also, change is environment must be adopted as it is beneficial for growth. In this managers must take effective decision to deal with different situations. Kellogg's can apply this as it will help in reducing conflicts. There will be fewer issues. It will also help manager to take proper decision.

7.0 CONCLUSION:

This essay concludes that an effective work place environment will help in improving the overall performance. Moreover, there are various theories and models that are applied by organisation to maintain their culture. It also helps them to identify factors that are affecting culture. An organisational culture can be affected by various factors that can effect its performance. This will also affect employee efficiency and outcomes.

8.0 REFERENCES

Books and journals

- Burns, P. and Dewhurst, J. eds., 2016. *Small business and entrepreneurship*. Macmillan International Higher Education.
- Haldorai, A., Ramu, A. and Murugan, S., 2018. Social Aware Cognitive Radio Networks: Effectiveness of Social Networks as a Strategic Tool for Organizational Business Management. In *Social Network Analytics for Contemporary Business Organizations* (pp. 188-202). IGI Global.
- Scarborough, N.M., 2016. *Essentials of entrepreneurship and small business management*. Pearson.
- Schaper, M.T., and et.al 2014. *Entrepreneurship and small business*.
- Uhl, A. and Gollenia, L.A. eds., 2016. *Business transformation management methodology*. Routledge.
- Hair Jr, J. F. and Lukas, B., 2014. *Marketing research* (Vol. 2). McGraw-Hill Education Australia.
- Rudansky-Kloppers, S. and Strydom, J. W., 2017. *Multiple-choice Questions for Introduction to Business Management*. Oxford University Press Southern Africa.
- Angouri, J. and Miglbauer, M., 2014. 'And then we summarise in English for the others': The lived experience of the multilingual workplace.
- Loock, C. M. and et. al., 2013. Motivating Energy-Efficient Behavior with Green Is: An Investigation of Goal Setting and the Role of Defaults. *Mis Quarterly*. 37.(4).
- Piotrowski, C., 2012. From workplace bullying to cyberbullying: The enigma of e-harassment in modern organizations. *Organization Development Journal*. 30(4). p.44.