

# Starbucks time management

Business



## Starbucks Time Management Starbucks Time Management Introduction

Organization structure is conceptualized as a way in which an organization arranges the people it employs and jobs so that its work can be carried out and its goals can be achieved. If the group of people who are working in an organization is small and thus face to face communication is frequent, formal structure might not be a must. In large organizations, it involves the delegation of various activities and decisions that have to be carried out on the process of delegation of tasks. Starbucks Corporation is a global coffee company located in America and a coffeehouse chain located in Seattle, Washington. It is the largest coffeehouse worldwide.

The organization structure of Starbucks focuses on the incorporation of corporate social responsibility into their department. Their strategy involves good sourcing, high level environmental performance in the development, and creation of new stores. They involve working together to be respected partnership in their communities and communicate their corporate social responsibilities. The type of organization structure of Starbucks is a functional structure which is comprised of all the departments that are required in an organization for smooth production of its goods and services. The organization structure is headed by the Chief Executive officer (CEO). In the year 2001 to 2005, Orin C. Smith was the President and CEO of Starbucks. Howard Schultz is the originator of the company, who is also the chairman. The Starbucks Company operates under the matrix organization structure. Their operation is under four U. S divisions, including Western Pacific, North West Mountain, South east plains and North east Atlantic. Under the CEO in the matrix structure, in the other divisions, there is the President, International Retail, Legal and Corporate Affairs, Finance, Supply

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Chain Operations, Marketing, Human Resources, Legal and Worldwide Public Affairs. The advantage of having this kind of structure is that it leads to maximized communication channels. Starbucks second part of the structure is the continuation of support functions, which operate at their individual departments supporting their shared goals and visions (Jones, 2005).

There are 4 functions of management and every organization structure does play a role. They are; Planning, Organizing, Leading and Controlling. In Planning, it involves creation of business mission and objectives and establishing how to achieve. Those at the top of the organization hierarchy are mostly the ones involved since they have to identify the organization's specific goals. Secondly, Organizing is the organizational internal structure whereby the manager is responsible in managing the employees and the resources. The manager aims at ensuring how employees coordinate, controlling tasks, and knowing the procedures involved in reporting, thus referred to as the organizations flow of information. Leading in the organization aims at ensuring tasks are completed as stipulated and policies are followed by the employees. Controlling in the organization ensures the work done is as required and the plans are executed properly.

Resources are what bring about the running of the business, and their allocation in business should be carried out carefully. The trends in which organizations have become global have brought about the concern to the executives that there is not enough time to accomplish work. To address this, senior teams can develop time budgets and have formal processes for time allocation. Those in top positions at companies' hierarchical structure must pay attention to time when addressing organizational-design issues like control spans, decision rights, and roles. The company should make sure that <https://assignbuster.com/starbucks-time-management/>

its leaders and employees have the tools and incentives necessary in managing their time effectively. They can also give institutional support that can comprise class administrative assistance. (Jones, 2005)

#### Reference

Jones, G. (2005). *Understanding and Managing Organizational Behavior*. New York: Printing Press.