

One could mean her
employees are less
like



**ASSIGN
BUSTER**

One of the disadvantages of BFGym bureaucratic structure, is the flexibility that it offers the organisation as the management and the rigidity of the structure, because of this it can lead to defectiveness among management and employees which could lead to Weber's theory of red tape and bureaucratic personality (King, Lawley, 2016). This is clearly shown in the case study in the case of Jane, as management did not offer any flexibility in her request to change some her classes or change some of the exercises in the classes, this would lead to employees like Jane feeling that they should leave and work for a different gym as they may offer more flexibility to their employees. In the future, I suggest that Kate, should try to be less trained incapacity, as flexibility can be essential in an organisation in getting the job done (King, Lawley, 2016), this means Kate can show some compromise to her employees and still be able to be an efficient organisation. One of the other disadvantages of BFGym's organisational structure, is how the organisation's management decision to stick to the structure process in decision making and pre, this can cause disenchant the employees and create negativity between management and employees (King, Lawley, 2016).

This is evident in the case study through Jo, as management did not want to change the process of allowing her to change some of the sessions she does on her shifts, but more so they cut her sessions by 15 minutes without consulting her making her not frustrated and dissatisfied with her job. Because of this, it can have a direct effect on their reputation of having 'friendly staff and a miably atmosphere' (in the case study), which could result in BFGym losing customers to other rival gyms especially the fitness industry being a competitive market. Moving forward I suggest Kate, has less of a bureaucratic

personality, as she needs to start seeing things for the bigger picture or be more open with her employees in her decision making process because it could mean her employees are less like to want to leave, but she's also to maintain an efficient organisation as she is able to retain the BFGym reputation. (King, Lawley, 2016). The final disadvantage of the BFGym, is