

# Analysis of motivational theories and leadership behavior commerce



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- Departments

In an organisation there are two types of constructions on which the concern operate formal and informal but right now I am stressing on the formal construction of a concern such constructions are used in concerns where persons are established in a web of relationships because the authorization and duty and

communicating can be controlled such organisations are more centralised such maps are assigned to persons or to peculiar sections in which they are answerable for finishing the undertaking one can see such undertakings in many organisation little concern or new enterprisers are more inclined towards centralized sort of construction e. g. like big shops they have one section for purchasing goods and covering with monetary values and one section which would make selling here I am mentioning to merely advertisement as selling for a little concern like brand brochures and throwing circulars giving publicity on gross revenues for clients to purchase a peculiar merchandise for a certain clip period these all determinations are made by the proprietor or the chief executive officer a more undertaking oriented organisation most of the really big houses besides apply such construction in there concerns like tesco wall marketplace.

Organization construction consists of different things which are as follows

Work specialisation

Departmentalization

Tall and Narrow construction

Flat and Wide construction.

Matrix construction.

We are traveling to discourse each characteristic below measure by measure

### **Work specialisation:**

Any one holding work experience harmonizing to the demands of the organisation can be taken in an organisation harmonizing to their regulation. they should be holding a work experience to work in an organisation.

### **Departmentalization:**

When a individual is selected in an organisation he will be put in such a section in which he is specialized to make work for the organisation for illustration: a adult male cognizing to do histories can be sent to finance section. there are different type of departmentalization ' s

#### **1. Functional departmentalization**

This deals with the group activities performed harmonizing to the map.

#### **2. Merchandise departmentalization**

This deals with merchandises introduced in the organisation

#### **3. Procedure departmentalization**

Is that which deals with a undertaking given to an organisation and they have to execute on it.

#### **4. Geographic Departmentalization**

Is that in which criterions would vary from one country to another. In this there can be a strong relationship between a client and an organisation. But there is a disadvantage of it besides and that is excessively much cost will come on travelling, roll uping information etc.

#### **5. Customer departmentalization:**

Customer departmentalization is wholly linked with the clients. to cod clients information Manufacturer can manage different types of clients i. e. Industrial purchasers and consumers. For illustration Manufacture can manage different types of clients i. e. purchasers, consumers etc.

#### **Elementss of Organizational Structure:**

Span of control

Chain of bid

Formal or informal

Centralized or decentralized

Departmental

Specialization

#### **Types of organisational construction:**

##### **Flat Structure:**

A level organisation is one which, in relation to its size has a little figure of hierarchal degrees. The construction is simple with a fast entree of

communicating. Decision devising is speedy. The construction is in expensive to keep and the concatenation of bid is easy identifiable. While on the other manus it is hazardous in a manner that it ' s excessively difficult for one individual to manage many duties.

## **Figure 1**

### **Tall Structure:**

A tall organisation is one which, in relation to its size has a big figure of degrees of direction hierarchy. There is close supervising among the employees and this keeps them motivated. The function of persons is clear and good defined, activities are standardized and they take topographic point in an efficient mode. Tall construction is criticized to be expensive with slow determination devising and decelerate communications. Often there is a struggle between sub units.

### **Advantages**

The operation director has a close oculus on every employee and undertakings that are assigned can be fulfilled wholly

Interaction between the employees they can assist out each other in their work.

There are no struggles between the employees if there is it can be resolved easy.

The policies are easier and quicker to implement

## **Disadvantages**

The disadvantage is that organisations have to get by up with the challenges of greater flexibility in the signifier of opposing positions of squad members.

The group and squad struggles need to be handled expeditiously.

Work burden on the on the single employee.

## **Matrix construction:**

Matrix construction is the combination of Product, client and functional departmentalization. This means that every section working in an organisation is responsible for his work. All of the sections work on a undertaking and when it finishes they go on the following undertaking.

## **Advantages:**

The advantages for matrix construction are as follows:

1. All of the section work together
2. All specialised people work on a individual undertaking
3. There is flexibility in the work

## **Disadvantages:**

The disadvantages are as follows:

When excessively many people are working so there is slow determination devising for the undertaking.

There is no trueness between the directors

When excessively many people are working on a individual undertaking many directors are required in which cost for those directors go high.

## **Culture:**

Culture is a corporate ego image and manner. Policies and patterns manner of the organisation. it is shared value and beliefs norms and symbols like ground forces in Pakistan the system is really centralised. there are many factors traveling in organisation civilization as follows:

1. Economic conditions
2. The nature of concern and its undertakings
3. Leadership manners
4. Policies and patterns
5. Structure
6. Features of the work force

## **Economic conditions**

They are really of import in civilization in a phase of recession excessively much money trailing to goods or every bit down or challenged state of affairs. really strong determinations are taken to cover with the rivals.

### **The nature of concern and its undertakings:**

Type of engineering used in a concern to finish its undertakings and be co efficient is different from concern to concern as a concern has to make gait and precedences associated with different signifiers of work e. g. nasdak is really different genre than a individual who researches in Africa or in an advanced lab.

### **Leadership manners:**

The attack used in exerting authorization will find the extent to which stand in ordinate feel alienated and uninterested. Leaderships are known as the enterpriser they play a really critical function in the administration civilization all the descion devising is under the leading. This is an of import factor because issues like who will make the occupation, how to make the occupation and when to make the occupation is be resolved for this a squad demand a formal construction and a leader. Furthermore leading is besides of import because leader motivate the employees. If the employees are motivated so the end product is more so the input.

### **Policies and patterns:**

Degree of trust and apprehension that exists between all the members of an administration e. g. employees and directors can frequently be seen in policies, these are the major factor of an administration civilization, relationship between the members of an administration is known as policies and in such relationship brings different undertakings which have to be achieved and that are known as practises. In such patterns have to be achieved.



**Structure:**

The manner in which work is organized, authorized, exercised, and people rewarded will reflect and emphasize or command flexibility or rigidity.

**Features of work force:**

Organizational civilization will be affected by the demographic nature of the work force e. g. age, sex, and personality.

**P2: –****Analyze the relationship between an organization's construction and civilization and the effects on concern public presentation.**

An organization cannot work without both the factors that are civilization and construction. It's like they are linked with each other. If there is construction in the organization and there is no civilization, so there will be a really large bad luck in the organization. The organization will go down every bit as fast as it can because there is a large demand for holding civilization in the organization. There should be regard for every one, there should be a person who could take an organization, there should be a leader who could do determinations.

There are many factors and advantages of civilization associating with construction. If there is a construction and people working in that organization do not know how to speak to the directors even though they are given sections in which they are specialized to work for they can never win in that undertaking assigned to them. Many other factors like leading which is a must, if it's not there will be no one devising determinations in the

organisation every one will go a leader himself so at the terminal there will be large reverse for the organisation. There are policies which have to be followed which give a encouragement to the organisation because it shows the manner to the workers how the work is done

Lapp goes with construction if suppose there are is civilization in an organisation, every one is giving regard to every one plus there are leaders, constabularies every thing that comes in civilization but there is no construction involved like sections, different types of constructions for different types of undertakings the undertaking if assigned to them will travel down the drain because no 1 will cognize where to work and whom to work for. specialized people are meant to be set there in which they are specialised e. g. a individual specialized in making a work for finance if he is sent to make selling he will neglect merely because he is non specialized to make that work, if there was a construction he would hold been sent into the finance section.

Even though in different types of concerns there is civilization and construction involved because without it a concern can non run. Any concern running with civilization and construction will be the best concern in the market because they will be following different regulations and ordinances, they will be set in that topographic point in which they are specialized to make work for. e. g. if a company wants to do a merchandise so it will travel through different sections there will be determinations taken and hence it will be brought in the market measure by measure. So construction and civilization is truly a must in any type of organisation, concern etc.

**P3: –**

Analyze the factors which influence single behaviour at work.

There are many factors that influence single behaviour at work but one of the most of import are as follows

Personality.

Percept.

**1. Personality:**

Personality is defined as the typical traits and the feature of a individual and the relation to others. Personality plays a really of import function in single behaviour of work in an organisation. It shows the character of a individual in the organisation. Personality is jugged by other people in two ways mentally and physically. Personality in an organisation makes tells the individual who he is. Personality can be in a good manner as good in a bad manner. Its non necessary that personality of a individual in an organisation while making work is in the positive manner it can be in a negative manner besides e. g. If a leader has lead the organisation in a good manner that shows his personality in a positive manner but if a leader could non take the organisation in a good manner so that shows his bad personality. Personality in an organisation has some undermentioned factors:

**1. Neurosis.**

It plays an of import function of demoing emotions in a organic structure. If it is high in a organic structure so it shows tenseness on a individuals face. It makes a individual get nervous and he becomes sensitive and on the other

manus if it is low it show activeness in a individual and gives a fresh expression on a individuals face.

## **2. Extraversion:**

It deals with the energetic degrees of the organic structure. If it is high it shows a individual to be to the full energetic but if it is low it shows that the individual is non energetic plus he is a spot diffident and rather.

## **3. Openness to experience:**

Openness is about the imaginativeness. High openness has broad scope of imaginativeness and low openness has low scope of imaginativeness.

## **4. Agreeableness:**

Agreeableness derived from the word " agree " . It is necessary to hold high degree of amenity which can hike up 1s personality. e. g.

To hold on different thoughts etc

## **Conscientiousness:**

It deals with the attending of which a individual is working if

conscientiousness is high the individual is ever traveling to concentrate on the occupation assigned to him he will seek his degree best to carry through that occupation but if it is low so he will demo marks of sloppiness and will non be willing to make the occupation so its better that one should hold high degree of it.

**Percept:**

P4: -Analyze how organisational theory underpins rules and patterns of forming and of direction.

The organisational theory underpins the rules and patterns of forming the direction so first we will discourse what direction is

**Management:**

“ Management is the scheme of acquiring people together to work on a undertaking given to accomplish a certain end in the limited resources. ”

If we divide direction:

**Man:**

{ which gives the image of human resources }

**Age:**

{ which tells us about the clip }

**Meter:**

{ M stands for money }

**Ent:**

{ Ent stands for endeavor }

So uniting them we can see that to gain money at a given clip in the human resources. Management is the key to taking an organisation. Culture and construction are linked with direction. Management shows the art of working

in an organisation. Management is necessary because it guides the individual for accomplishing the end.

Different theories are given which are further discussed below:

## **1. Fayal ' s theory about direction:**

Fayal gave a theory about direction and it has five stairss as follows:

### **1. Planning:**

Planning is the first and the major portion of direction in an organisation.

Planning has to be done because no end can be achieved without a program.

Plan is a short tem believing when the program has been accompolished so scheme takes place. Whenevr some new work comes into an organisation foremost it has to travel through a program of how to accomplish that end

### **2. Forming**

Forming trades with set uping the internal construction of an organisation.

Even though a program has been made but it can non be accomplished so easy, there are squads made to accomplish that end harmonizing to the program so these all facets have to be organized in a manner so that the end is easy accomplishable. Different directors are made they futher conveying more employees for the work they organize each and every thing.

### **3. Commanding**

Commanding is derived from the word bid which means to actuate. Fayal has given a visible radiation on commanding in direction because there is demand of motive when there is a undertaking given to the people in an

organisation. Without motive every thing is traveling to be dull and no 1 will be willing to make any type of work.

#### **4. Organizing**

Organizing trades with supervising the activities done by people, employees working in the organisation for a given undertaking. Each single work is brought together coordination takes topographic point by look intoing the clip, given resources etc.

#### **5. Controlling**

Controlling the last measure of fayal ' s theory discusses about public presentation of an organisation and set uping it harmonizing to the criterion of the house. This is the last measure and in this measure what of all time the work has been done in the organisation and whatever the end has been achieved it is so controlled in to acquire the best result consequence.

#### **The director ' s function theory by Henry mintz berg:**

Henry Mintz Berg discusses three chief points in his theory about direction and they are given as follows:

## **Interpersonal**

### **Informational functions**

### **Decisional functions**

### **Interpersonal functions:**

#### **Front man**

#### **Leader**

#### **Affair**

#### **Figure Head:**

The first point is figure caput. Figure caput gives a visible radiation on the director which means that a director is the 1 who represents the organisation. Manager is a character in an organisation that every one follows. And he is the 1 who leads from the forepart.

#### **Leader:**

Manger so leads an organisation. He works as a leader. He so appoints different employees working for him.

#### **Affair:**

It deals with communication and edifice a relationship. Manager ' s responsibility is communicate with outside the organisation and actuating them to work.



## **Information functions:**

### **Proctor**

### **Propagator**

### **Spokesman**

#### **Proctor:**

Proctor means to detect. Manager plays an of import function in supervising an organisation where he keeps an oculus on the whole organisation and maintain his employees updated and portion information ' s with every one.

#### 2. Propagator:

Manager portions information from outside the organisation and from other employees working outside the organisation.

#### **Spokesman:**

As director portions information inside the organisation he besides portions his information outside the organisation. His plans, thoughts, policies etc.

## **Decisional Functions**

### **Entrepreneurs:**

Enterpenurers are thought to be leaders they are those people who give thoughts and convey co efficiency in there staff trough different ways by utilizing different theories e. g theory x and theory Y they utilize the resources and the clip given to them to do their squad more efficient an consequence which is merely similar synergism  $2+2= 5$  but in world enterpenurers are thought givers or the people who pioneer thoughts e. g

Steve Jobs, Bill Gates, and Mark Zuckerberg are all thought to be great entrepreneurs.

### **Disturbance animal trainer:**

Manager is the lone 1 who can manage any perturbation created in an organisation. He takes necessary steps to decide any type of job inside the organisation. E. g any unobserved job sawbones etc.

### **Resource allocate:**

Directors are responsible for apportioning human, physical or pecuniary resources etc

### **Negotiator:**

Directors have the ability to negotiate. They have an ability to discourse jobs of different sections and so work out those jobs by acquiring different thoughts and sharing them with the employees. After the job has been solved so he gets a net income from that unit.

## **P5**

### **Cases:**

#### **Case study 1:**

In the first instance survey we have seen that the organisation was enduring really severely due to its civilization. The organisation was traveling down twenty-four hours by twenty-four hours. Their employees were non satisfied from the organisation civilization because whatever they used to make they could n't acquire a feedback. The employees were non given attending E. g.

whatever they uses to make was disliked by the organisation they were non given the proper information they needed to work on.

It was a large reverse and had to be solved. it took one twelvemonth to alter the prevalent civilization of the organisation by the directors and different advisers working in the organisation. They planned to reconstruct the civilization of the organisation by first giving preparation to the employees and allowing them cognize how to construct up a squad and work on any undertaking. The preparation had to be done because they were wholly missing it.

There was another preparation given to the executives of the organisation because they were the biggest reverses for the organisation because they did n't cognize how to answer to the their employees so proper preparation was given to them in which they learnt how to discourse the major jobs happening to employees and to work out it in a nice manner

Then there was a research done in the organisation in which a meeting was held to take interviews from every person working in the organisation. Every employee, top degree directors, low degree directors participated in this interview. The interview that was taken from them was all about the past civilization. Every one working in that organisation gave their positions on how the civilization was and what alterations should hold been made to convey the organisational civilization on the top. This interview gave a really good consequence to the research workers.

After some clip when interviews were taken and preparations were given so a positive mark could be seen in the organisation. Every employee working <https://assignbuster.com/analysis-of-motivational-theories-and-leadership-behavior-commerce/>

and directors etc every one was loving and experiencing the new civilization of the organisation. Employees were satisfied as communicating between them and the troughs was good.

## **Case study 2:**

In this instance survey there is a light given on the construction of an organisation. there are many constructions in an organisation but over here we are analyzing about the matrix construction an its struggle. Conflict means a clang and matrix construction is that construction in which there are different sections and everyone is allowed to work in his section merely this would take to a struggle because in each section there are directors and those directors will concentrate on their sections merely.

It was a really large issue so the research workers had to be called up and when they started researching they found out that the employees were confronting jobs with the direction which was of two types

No. 1 Functional troughs

No. 2 Project directors

So the research workers ' started taking the interviews from 46 people working in the organisation. When the interviews were over they got to cognize that as the authorization was every bit divided among the sections so directors had the power of altering the regulations and the ordinances of the section. What struggle they were confronting was that when the regulations were changed the employees were non decently informed. the

regulations and the norms of the organisation as the authorization was equal divided among all the sections.

So the research workers came up with a really simple program and that was tactical determinations were made by affecting both the sections. The ends were clearly defined to employees from which the employees became happy because the undertaking that were given before to them were non clearly defined to them. Hence after all this research about the matrix construction and specifying ends to the employees with determination taking from both the sections resulted in a positive mark.

So it is clear that bid and authorization should be taken decently in the organisation and allowing the employees know about the determination taken by the directors and inform them clearly.

## **M1**

### **Undertaking for M1:**

**This undertaking should be taken as continuance of your replies to P1 and P2, Here you will discourse what is the prevailing construction and civilization in the organisation. This will be seen with the position that you can see the application of the constructs in existent life:**

The organisation that we have taken is Tesco.

### **Background of TESCO:**

Tesco is a supermarket. it was brought up by Sir Jack. His vision was to hold big figure of assortment of merchandises in his shop and to sell those merchandises on inexpensive rates. The first shop was opened in 1929 in a

topographic point called Burnt Oak Edgware. Tesco is the biggest supermarket concatenation in Britain and besides have expanded their concerns in foreign in E. U. They are no seeking to cover all the little stores available in any metropolis merely to spread out their concern.

### **Organizational construction of Tesco:**

There are two types of constructions involved in TESCO and they are as follows:

1. The construction of a Tesco shop.
2. the construction of a company.

### **Shop construction:**

The construction of a shop is truly easy to understand because the employees know who their directors are and they get to cognize who the charge of each section is and who they are working for. There is merely one caput director and so the employees.

### **The organisational construction of Tesco Company:**

Tesco company has found more efficient ways of managing the undertakings Technology nowadays plays a really of import function in the organisation. Tesco has advanced its engineering so much that the jobs that were being faced by the employees before have been left back. E. g stock odering etc.

The company is giving a free manus to the general staff and leting them to cover with the clients them egos.

## **Structure that tesco follows:**

Tesco is a large company and runs centrally so it does not hold that type of a construction but chiefly harmonizing our cognition about direction tesco is following matrix construction because largely every individual working in the company is linked with his own work and works in his own department.. e. g employees working in the shop have their mission to function their client. There are managers board of managers etc.

## **Span of control:**

The span of control is given to the directors and they are making their work with their work force. This means that each director will hold more employees to pass on with. there are team leaders directors day directors are different than twenty-four hours directors stock pickings is done by day directors but the waste is checked by twenty-four hours directors there is a capital director which is accountable for the budget working hours and occupation assignments.

## **Board of managers:**

There are board of managers in Tesco. Board of managers appoint Tesco 's directors ' which means all the determinations that have to be taken will be done by the board of managers. Tesco 's board of managers are in a topographic point called Cheshunt.

## **Departments**

There are different sections in Tesco company. e. g. like finance, selling, etc but as the company is running centrally so it minimizes the cost of holding different sections and offices etc. The finance section trades with the money

if it is in Tesco ' s company or in their little stores. tesco belives in supplying services they have brochures which have points which are clients see and order from the book from by barcodes and the order is posted and the good deliver on the other manner there nonsubjective is to all the points available for the clients Ordering of the merchandises for the shops is dealt with the telling section.

## Our Culture

We ne'er take anyone for granted

Our clients do n't hold to shop at Tesco. We know that. We have to make perfectly everything we can to do shopping with us the best experience possible, so they keep coming back.

And we know that if we look after our people and handle our co-workers with trust and regard they will look after our clients. That ' s why so many of our people stay with us for 25 old ages or more.

It ' s everyone ' s occupation here to assist our clients foremost, whenever they can, whenever they ' re needed. That ' s why, at busy times of the twelvemonth like Christmas and Easter, you ' ll see staff from our caput office working in shop, assisting to maintain our aisles in stock by working on the shopfloor.

If that strikes a chord, we ' d love to hear from you. ( tesco )

D1



Tesco has issues with the supply concatenation some times as the portion delays in the supply of points from the ware houses to the shops most of the points are import e. g they buy nuts from chitral to Africa latece which comes from Romania, the cavity clip which is merely a window of 5 hours in the forenoon displacement have to follow with the stock as in it uses last in first out the regulation of last in first out and first in first out last in first out foremost in first out

Supply concatenation direction must turn to the undermentioned jobs:

Distribution Network Configuration: figure, location and web missions of providers, production installations, distribution centres, warehouses, cross-docks and clients.

Distribution Scheme: inquiries of operating control ( centralized, decentralized or shared ) ; bringing strategy, e. g. , direct cargo, pool point transportation, cross moorage, DSD ( direct shop bringing ) , closed cringle transportation ; manner of transit, e. g. , motor bearer, including truckload, LTL, package ; railway ; intermodal conveyance, including TOFC ( dawdler on flatbed ) and COFC ( container on flatbed ) ; ocean cargo ; airfreight ; refilling scheme ( e. g. , pull, push or loanblend ) ; and transit control ( e. g. , owner-operated, private bearer, common bearer, contract bearer, or 3PL ) .

Tradeoffs in Logistic Activities: The above activities must be good coordinated in order to accomplish the lowest entire logistics cost. Tradeoffs may increase the entire cost if merely one of the activities is optimized. For illustration, full truckload ( FTL ) rates are more economical on a cost per palette footing than less than truckload ( LTL ) cargos. If, nevertheless, a full <https://assignbuster.com/analysis-of-motivational-theories-and-leadership-behavior-commerce/>

truckload of a merchandise is ordered to cut down transit costs, there will be an addition in inventory retention costs which may increase entire logistics costs. It is hence imperative to take a systems attack when be aftering logistical activities. These tradeoffs are cardinal to developing the most efficient and effectual Logisticss and SCM scheme.

Information: Integration of procedures through the supply concatenation to portion valuable information, including demand signals, prognosiss, stock list, transit, possible coaction, etc.

Inventory Management: Measure and location of stock list, including natural stuffs, work-in-progress ( WIP ) and finished goods.

Cash-Flow: Arranging the payment footings and methodological analysiss for interchanging finacess across entities within the supply concatenation.

Supply concatenation executing means managing and organizing the motion of stuffs, information and finacess across the supply concatenation. The flow is bi- directional.