

Joy of chocolate essay sample

[Food & Diet](#), [Chocolate](#)



1. Explain a content theory of motivation and a process theory of motivation and illustrate how they can explain actions of individual in the case study.

Content theory explains why human needs change with time. Explain specific factors that motivate behavior. Process Theory explains how worker select behavioral action to meet their needs and determine where their choices were successful. It's commonly use from scientist research in which event or occurrences are said to be result of certain inputs states leading to a certain output states. Following process this is use process theory attempts to explain the mechanism human needs change.

In cases study Joy of chocolate company Suzy's funded her new business which her redundancy package from safe way store where she had been general managers. She's motivation was to fulfill her ambition of having her own business and achieve her dream of creating gourmet chocolates. In the few year period her redundancy Suzy had spent her holidays achieving professional coalification in chocolate's making and before starting the business she had spent six month gaining valuable working experience with varies chocolate firms in Europe. In early days Suzy considered survival a major achievement but as time passed her ambition for the business grew. She made choices and work hard and successful her dreams.

2. Explain methods used by managers to improve job performance within the workplace and justify their suitability.

Performance management is proses by managers & employees work together to plan, monitor & review employees. It is continues process of Setting objectives – a specific result that a person of system aims to achieve

with in a time frame and variable resources. Ascending Proses – Managers can monitor employees performing & they can demand validation / recognize of ascending Proses. Ongoing coaching – Refers to methods of helping others to improve, developed learn new skills, achieve aims to manage professional challenge and work place problems. It's like as probation period... Feed Back – its goes been managers. Extends to co-employees and even customers. Encourage employees to talk to management and report problems to resolves any issues. It's easier to motivate workers. Trance prance communication. Management – Proses of reaching organizational goals by working with and through people and organizational. These are succeeding then can perform well.

3. Explain precisely the importance of team working and state how it operates in the case study.

Delegation – A team that works well together understands the strengths and weaknesses of each team member. Efficiency – Work groups and teams develop systems that allow them to complete tasks efficiently and quickly. Ideas – When a team works well together, it allows team members to feel more comfortable in offering suggestions. Support – The team members can help each other improve their performance and work together toward improving their professional development. Team members also come to rely on each other and trust each other. Two key appointments from the outset were Leon Houmond and Hafiz Shah. Leo was appointed as Head of Chocolate development. Hafiz as chocolate production factory manager. The Company manager, Suzy knows about their qualifications and she knows

they are important part of the team. Leon and Suzy met and discuss potential development. Suzy and Hafiz met and discuss weekly production programme. Hafiz ensured all employees undertook a job development. This allowed teams to maintain standards and encourage a positive culture of staff development resulting in job enrichment, benefitting the company as staff became motivation through work not just money.

4. Identify and analyze three factors that affect team cohesiveness and performance. Examine the influence of the three factors in the case study.

Size - As a team increase in size, it becomes harder for each member to interact with and influence. Task Specialist role - People who play the task specialist role, spend time and energy helping the team reach its goal.

Socioemotional role - People who adopt a socioemotional role, support team members, emotional needs and help strengthen the social entity. Joy of Chocolate Company has small teams. They work together. They solve problems together. All of the team members work to the same goal. So this company grew quickly. Hafiz as chocolate production factory manager. Hafiz had a assistant Mary Taylor. She has helping to organize and supervise production with special responsibility for controlling quality of supplies. She plays the task specialist role; spend time and energy helping the team reach goal.