

# [As this company . leaders throughout many](https://assignbuster.com/as-this-company-leaders-throughout-many/)

[Business](https://assignbuster.com/essay-subjects/business/), [Decision Making](https://assignbuster.com/essay-subjects/business/decision-making/)

Aswe known , the general motor  is one ofthe leader of   automotive                      industries . This organization   attribute for leadership and culture . but in other  hand . THE GENERAL MOTOR Is considered essentially tohave link that  influence either the organization or the employee.

Moreover, this company  manufactures vehicles in 37 different country . also , The general motor made a lot of  changes within the company to survive a possible crisis. first ofall it start   Changing the culture f the company and  than changing the efficiencyof the Worker. the main purpose of this changing is to  to have a quick decision making  in its process .

Marry barbarra whoofficially became gml  ceo start to  restricted company with a lot of rules such as appointed new vice presidentof  globlal vehicule safety ; also she hired 35 INVESTIGATORS and  She has been cooperative with  government investigations to see  what is the major problem incompany. However sho doestnt have  enough knowledge either  for cultureor for leadership . The  leadership and culture are very important in any company . As  everyone know .

leadership is action of leading a group of  individuals or an organization. Leadership can be described in different  ways.  Most individualsbelieve that there are born leaders, and others conclude that leaders are  made. Leadership sets thestandard for a culture that attributes through an organization. The two major leadership styles are autocratic, democratic and GM leaders mademany decisions EITHER correct  or not , but failed to work with their  employees to implement changes and fixproblems. for exemple  , for gm employee , While everybody who was engaged on the ignition switch issue had the        responsibilityto fix it, nobody took responsibility or there are no corperation between the engineers  and  investigators in this company .   Leaders throughout many industries agree that “ Culture” is the mostpowerful TASK         of a company. As EdgarSchein , said: “ Culture is not this surface phenomenon but it is our very  core .

We live in a culture, we display a culture, we’re always driven byour culture.  For this company ,  this culturechange depends with behavior and consequences . So they start  trying to balance their communication with all of the employee  using social media . for instance ;  they starting using either facebook or twitter to help this company toobtain trust and confidence ;  Means that any contact or link with customers give us a big chance tobuilt a good relationship.  Moreover ; the social media play a common role for the company to makethings right .

However ,  they found a lot of challenges inthis changing such as  problem of costcutting means  that they  faced big problem in paying  theemployee and also they decided to reduce workforce from 60000  TO 40000. BUT IN other hand , this company did better job    to give for the employee opportunity to  give better productivity  Andresults to increase the sale and market of the company . Organisation behavior  issystematic study and also give u application of knowledge to know how  people react within organization . Organization provides lot of rulessuch as  helping manager to look  to anyone behavior and also to understand of the complexity of eachemployee on their work . Every  organization try to  encouragepeople to doing good job.

The goal of every organization  is first  describe how  people behave . Also,  the second goal is to understand  the behavior of each  employee  than finally controleand development the performance of each one .         General mortor is affected bymany forces either internal or external forces . FIRST OF ALL,  the  external forces  the general company was affected  by towota thas is the most  biggest competitor   for GM. Morever,  we have also thechina company that is another exeternal forces for this company .   thesecompetitors had a bad impact in  thetotal profitability of the general motor,. In other hand , the one of the internal forces for changing general motorwas the  highest paid for employee as company was paying $74 per hour as  compared to Toyota $44 per hour, because GM was an  agreement with trade union.

So As results , the company  decide to change in  some areas such as  structural change, cultural change , technology change . adter this changes , the general motor become in better position andarchieved  the  cost benefits  by implementing strategies in the company . Organisationdiffer from  the systeme to the otherthat they maintain and the  results theyachieved. generally. They are fivetypes of models : autocratic  model, thecustodial model , the supportive model , the collegial model and  finally thesystem model . In this company , they used the autocratique model  because  it depends to the power . Likewise , the managerialis  the official  authority .

So the decision is made for the higher level than sharing the  informationeither with the president or the senior manager ; until the decision  become anaction . However ; the competitors of the general motor use either the supportive  model or thesysteme model . for instance , the toyota company use the  supportivemodel  because it depend leadership morethan using power . also   the mostcommon thing in this company that management orientation support  the employeejob rathan than support employement benfit .            finally , after facing a lot ofproblems inside  the company ,  and after a lot of changes either in culture or oganisation ; the  company had improved the working condition but also the company  must study the weaknesses the increase the benefit and sale on the  market .

in other hand , general motor should improuvethe profuct  quality and customers services .