

As this company .
leaders throughout
many

Business, Decision Making



As we known , the general motor is one of the leader of automotive industries . This organization attribute for leadership and culture . but in other hand . THE GENERAL MOTOR is considered essentially to have 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 of all it start Changing the culture of the company and then changing the efficiency of the Worker. the main purpose of this changing is to have a quick decision making in its process .

Mary Barra who officially became gm's ceo start to restrict company with a lot of rules such as appointed new vice president of global vehicle safety ; also she hired 35 INVESTIGATORS and She has been cooperative with government investigations to see what is the major problem in company. However she doesn't have enough knowledge either for culture or 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 individuals believe that there are born leaders, and others conclude that leaders are made.

Leadership sets the standard for a culture that attributes through an organization. The two major leadership styles are autocratic, democratic and GM leaders made many decisions EITHER correct or not , but failed to work with their employees to implement changes and fix problems. for example , for gm employee , While everybody who was engaged on the ignition switch

issue had the responsibility to fix it, nobody took responsibility or there are no cooperation between the engineers and investigators in this company . Leaders throughout many industries agree that “ Culture” is the most powerful TASK of a company. As Edgar Schein , 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 by our culture. For this company , this culture change 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 to obtain trust and confidence ; Means that any contact or link with customers give us a big chance to built a good relationship. Moreover ; the social media play a common role for the company to make things right .

However , they found a lot of challenges in this changing such as problem of cost cutting means that they faced big problem in paying the employee 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 And results to increase the sale and market of the company . Organisation behavior is systematic study and also give u application of knowledge to know how people react within organization . Organization provides lot of rules such as helping manager to look to anyone behavior and also to understand of the complexity of each employee on their work . Every organization try to encourage people 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 control and development the performance of each one . General motor is affected by many forces either internal or external forces . FIRST OF ALL, the external forces the general company was affected by Toyota that is the most biggest competitor for GM. Moreover, we have also the China company that is another external forces for this company .

These competitors had a bad impact in the total profitability of the general motor,. In other hand , the one of the internal forces for changing general motor was 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 . After this changes , the general motor become in better position and achieved the cost benefits by implementing strategies in the company . Organisations differ from the system to the other that they maintain and the results they achieved. generally. They are five types of models : autocratic model, the custodial model , the supportive model , the collegial model and finally the system model . In this company , they used the autocratic model because it depends to the power . Likewise , the manager is the official authority .

So the decision is made for the higher level than sharing the information either with the president or the senior manager ; until the

decision become an action . However ; the competitors of the general motor use either the supportive model or the systeme 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 rather than support employment benefit . finally , after facing a lot ofproblems inside the company , and after a lot of changes either in culture or organisation ; 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 improve the product quality and customers services .