

Sample essay on organizational design and strategy

[Business](#), [Company](#)



Although there are innumerable opportunities available to the organizations to improve their performance, some have been outlined in particular: communications, structure, work processes, organizational productivity, incentives and employee performance (Galloway, 2007). The business has been very successful mainly due to its powerful communication system; it helps in keeping all the stakeholders and employees up-to-date with current information. Providing sufficient information on need basis keeps everyone functioning together in the most efficient manner. The structure of the company has been fully aligned with the goals of the company; the organization follows a much flatter structure where communication is the key to involvement and transparency. One of the key aspects that are taken into consideration when work processes are examined is high efficiency; the employees have always been encouraged to identify ways to improve the efficiency of the process and reduce the time. Organizational productivity is one of the main topics in all the board meetings; the company strives to remain highly productive by emphasizing to acquiring the latest technology and efficiently utilizing its resources in general (Robson, 2004). The company does not outsource any of its productivity and therefore it has full control over its processes and there is no lag time for waiting for its inventory. But overall, I think the major strength is how the employees are being motivated as the focus is upon satisfying their intrinsic and extrinsic motivating factors both. The rewards are given based on the performance of each employee; so, everyone has full opportunity to earn big rewards if they work hard (Cunliffe, 2008). Special emphasis is being given on ensuring that recognition is given to the employees; this is both in the form of monetary

reward plus praising them in front of other employees. Further, the environment of the company has been built to be highly involving and encouraging. The employees are given access to training and development too so that they can build upon their career opportunities. Though, the company has been focusing on all these aspects, I still think that there can be better ways to involve the employees and each area could be improved with the change in time.

References

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