

# Business organization and behavior case study example

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



**Question 1 (a)**

Introducing new business rules to Bosco Plastics will help develop the routine and the earnings of the company. It will help the company achieve and reinstate its past condition hence achieving its goals. By involving department managers, Jill is in a position to analyze current practices of the company. Involving other employees in decentralizing the rules and regulations of the company will automate operations making employees feel contented, hence fulfilling their legal obligations effectively with minimal supervision.

In order to implement the new drafted rules effectively, Jill will have to obtain all the suitable executive and legal approvals from both the employees and the local government.

He will be forced to follow some measures of action, i. e., he will have to distribute the new rules and regulations in an appropriate form, this can be done by posting it on the company's notice board and emailing the individual employees. Jill should advocate policy training of employees pertaining to the new regulations so that employees will well comprehend what is required of them. Jill on his part should ensure that the employees understand the rules and regulations by conducting regular tastings and follow ups.

**Question 1(b)**

Considering that the employees had grown sluggish at work, managers are likely to suggest procedures and rules that will make the employees time conscious and concentrate more during their work time. This will include employees being allowed only a certain limited number of absences within a

limited time. Equal opportunity rules promote fairness and mutual cooperation among employees, in order to advocate fairness in the company, the managers will come up with policies that do not prejudice behaviors in the workplace, policies that discourage unsuitable behavior among the employees, supervisors and even the customers. The managers will also come up with substance abuse policies that discourage drug use during working hours or around the premises of the company. Jill is more likely to receive policies from the managers that outline employees' duties; way of conduct within the company and responsibilities, these procedures will also clearly define the safety procedures and probably proper dress codes.

The department that needs formulation the most is the finance department. Financial reporting, analysis and capital management is very critical to the entire operation of the company. Cash is the livelihood of every company and business. Financial department is also very important since it involves a lot of procedures like financial statement reporting, how to raise capital, and the internal financial controls: Shim & Siegel (2008, pp 5)

### **Question 1 (c)**

If the company by any chance introduce mechanistic structure in its operation, it will signify that only the managers and the people above are the one that should always make decisions, if this will be implemented the company will be vulnerable to risks since the company subordinates may not be in a position to communicate effectively with their seniors hence affecting the company's performance, and this may not revive the company back to

its initial condition.

Organic structure is used by those companies that are facing and undergoing changes: Donaldson (2001, pp. 22). Due to the introduction of the various policies and procedures by the managers and Jill, the company will feel a bit of change within the companies' structure. Due to the change brought by Jill, the company will have to disseminate information as fast as possible, failure to do this will immensely affect the organizations ability to perform and improve its performance. In order to avoid the risk of underperformance, Jill has to incorporate functional areas and departments together for effective communication.

Decentralizing procedures and policies to suit organic structure in Jill's Company will allow the use of more complex decision making procedures; this will make it hard for the company to institute standardized procedures and processes.

## **Question 2 (a)**

The culture within the Greenscape company is the type of culture that emphasizes governance and group maintenance. From the story about the Greenscape company, it is evident that Ong the owner wakes up in the morning to prepare a schedule, this shows how informal governance is been carried on. It is also evident that group protection is very crucial to the company, Ong been in a position to record birthdays of the employees shows a lot of concern towards his employees. The employees also participate in the decision making process of the company, Ong giving them an option of either quitting or remaining in the company demonstrates their participation

in the crucial decision making of the company. Finally, the culture in this company is build on the basis of maintaining mutual relationship among the employees.

Based on the fact that the employees had to suffer for the company's continuity, the culture in this company is a clan type of culture. It is also evident that some of the employees are not sure about their longevity; employees are bounded with the organizations norms and values. From the essay it is clearly evident that the employees could lose their jobs if they had not decided to dig their savings for the better of the company.

## **Question 2 (b)**

At one point in a business, the organizational cultures have to be changed to create organizational effectiveness. It is normally advisable for an organization to keep changing culture as a long term project, culture change requires planning and proper execution: Senguta (2001, pp. 112-125) .

Based on the stiff bond and mutuality that exists among the employees in Ong's company, it may take between three to seven years for the management to consider changing its culture. This is normally a process that can be undertaken gradually but it largely depends on the organization's leadership.

It is normally important for a company to change its culture in order to: create worth and belief statement, improve communication and review the entire organizational structure.

Culture change comes along with both challenges and benefits. A major challenge that one should anticipate is the fact that individuals might resist

change; employees in this organization will feel insecure and uncertain about the unknown. They will prefer the norms they are used to rather than the new ones, when norms are changed, resistance can take place as individuals adapt with the new ones. In contrast, culture change is more likely to bring lots of benefits to the organization. Inducing culture change will effect communications, review organizational structure and review all works system hence improving the general performance in the company.

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