

# Good example of company assessment report

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



## **Company Assessment**

[Institution's Name]

Company Assessment

### **Executive Summary:**

The importance of human capital cannot be under estimated from the perspective of organizational development. Human capital refers to the resource of human based knowledge and skills affiliated with organization to achieve its goals. The motivation, job satisfaction, employee engagement are the evident features that supplement the satisfaction and stress level of employee. Together these features construct the organization environment for constructive organizational development. In this lieu, strategies are essential to be adhered to boost the illustrated traits in organizational culture for constructive development. Presented is the organization assessment of the illustrated factors, depicting the state of each of the factor in the organization, the current handling and subsequent influence on the system. The overview is further supported with suggestion extracted from the reading of scholarly sources. The evaluation intends to determine an appropriate structure of organizational culture that could add value to the organization.

### **Introduction:**

The company selected for the evaluation is Metro Cash and Carry. One of the relative is approached, who is recently being promoted to the level of manager. The evaluation is conducted over the grounds of five fundamental factors. These include team, job satisfaction, communication, motivation,

and stress management). Each of the factors is assessed and reported with findings and suggestions.

- Team Orientation:

The value of the team environment is assessed by evaluating the operating team structure of the company and its efficacy. Herein, it is obvious that Metro Cash and Carry pertains to the FMGC sector which is based on highly complexed structure. The ground reason of the complexity is the variety of assortment and multifaceted supplier connections with integrated sector of import and export. Thus, the structure of the company demands efficient synergy of departments for adept performance. The team structure displayed that the company model integrated with department of commercial, operations, security, Human resource, finance and marketing. Each of the department synchronizes with the basic structure to attain the organizational objectives.

The particular, manager who was interviewed in context to presented assessment belonged to the finance department. The assessment depicts that the satisfactory level of team engagement and orientation have enabled the department to gain control and communicate company transactions and processing smoothly across the organization. The coordination was determined with the efficacy of smooth invoice control structure. The department pf finance was further segregated in section to monitor and pay individual attention to each task of the finance department. The billing from the banks, delivery of securities, agreements and a management of supplier logistics was all conducted smoothly out of defined team structure. However, the only short coming mentioned by the manager in lieu of assessment was

the factor of disturbance aroused out of the merger of Metro will be a local brand. Results made it evident that distinguished practices were being followed in between the two organizations. Hence, hitches aroused in the process of synchronization. As a result, communication gap out of different practices was manifested in the operations that displayed utter need of reconciliation of practices and aligned team structure for smooth execution of functions. Hence, the company should ideally shuffle workforce across two departments and immediately synchronize the reporting modules in one mechanism for making the operations viable. The new accounting structure should enable both the team to overcome communication gaps and focus over the organizational objectives rather than sparing efforts in reconciling unnecessarily frictions between the two teams.

- Job Satisfaction:

The second factor refers to the element of job satisfaction that is to be observed with the evaluation of complaining, absenteeism, and turnover. In this reference, the manager responded that the obvious reading under consideration is of high turnover with increased absenteeism. However, pertaining to the nature of industry the traits are absolutely traditional for the organization. FMCG sector recruits young individuals who constantly shuffle jobs in aspiration of fast growth. Moreover, the hard work of the sales floor and roaster shift system often leads to complaining and absenteeism. Thus, it could be regarded that the three elements are the usual traits of human capital in the FMCG sector. However, the overall evaluation determines under recently conducted survey indicated that job satisfaction of company is at average level. However, improved incentives can add to the

satisfaction of the work force. The suggestion of allocating commission percentage on sales to the workforce can add to the job satisfaction. The privilege is not yet granted in any other model of the sector (FMCG), it can elevate employee engagement, taking control over the factors of complaining and absenteeism, as well.

#### - Communication

In reference to the evaluation of the factor of communication, the manager elaborates that the company relies on technology for their regular announcements and process modifications. Email is the most preferred method of dissemination. However, at some levels of job position, technological privileges are not accessible; this refers to the positions at sales floor. In such a scenario, the evaluation of the efficacy and transparency of communication is assessed by the manager from the compliance of SOPs and systems & procedures. According to them, the merger of Metro with a local company inhibits numerous changes of standards and processing. For synchronizing the two structures the stores were directed from head office in reference to policies and procedural amendments. However, even though management was clear with the strategy and modes of action. The communication was not absorbed clearly down the line till sales floor. Hence, numerous non compliances were evident at store level that aroused chaos in the situation. Even though, the communication was transparent and smooth at management level but the reflection of the essence was in contrast, at store level. The reason behind the state was that email mode was efficient at the place where first-hand information was accessible through computers / emails but the job positions

where these instructions where actually have to be implied were left with ambiguity out of fragmented communication. In such a state, the managers should be guided for dissemination information. The level where the communication is obstructed because of the absence of technological privilege, the information should further proceed under vigilant supervision. The dissemination ahead should proceed through managers. Verbal communication should be supplemented with written instruction pamphlets and bulletin of updates of the organizational achievements, modification and other mentionable details. This step will add to the transparency of communication, eventually boosting the employee confidence.

- Motivation:

The fourth factor pertains to the organizational measures. The referred factor is to be judged from evaluation of management initiative on grounds of appraisal, increments, reward programmes and recognitions. In this lieu, the interviewee responded that the FMCG model is alluring on ground of the fact that it demands extra efforts. The component of motivation is the basic element that shields the employee stress. Hence, appraisals, reward and recognition are essential factors adopted by organization aimed to boost the motivation of employee. The out of the box approach of company management have raised the level of motivation of company employees. Some of the measures in the lieu include the deal of scholarship to talented employee for higher studies, the recognition of employee of the month with added benefits at each store and promotional prospects. One employee was gradually promoted from the level of store service to store Manager such a measure based on transparent and unbiased merit motivated the workforce

to a great extent. Hence,

- Stress management;

The final factor of assessment aimed to gauge organizational effort to in context to helping employees to deal with stress management. Pertaining to the fact that FMCG is demanding sectors that require complete dedication of workforce, stress is the obvious factor that is to be treated at organizational level. The manager (interviewee) supported the assessment with his finding that regular workshops are conducted to create stress awareness. Also, initiatives are taken by the management to deal with stress by supporting recreational activities and healthy sports matched between departments / store, to deal with unnecessary tension.

## **Conclusion:**

Precisely, it can be stated that the human capital management of the company is developed over sound grounds that have succeeded to support organizational growth. The role of managers is appreciated in the identification and cultivation of particular practices and attitudes that should ideally be refined for improved performance and adding value to the environment.

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