

Business

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Business Questions Answer to question Business ownership is an important element in the determination of the way businesses are governed. The ownership as well determines the prioritization of interests and accountability. A major difference between employee owned business and other models like shareholder owned business organizations is the accountability to external investors. Shareholder owned business organizations are principally accountable to their external investors, in which they are expected to take responsibility in maximizing financial returns. Contrary to this accountability aspect, employee owned businesses have their organizations built along various principles that factor within broader arrays of values and interests. The aspect of King Arthur to be fully owned by employees implies that all its operations are done in accordance with the decisions of the employees. This model implies that employees are provided with ownership interest. The firm provides the employees with aspects like stock ownership, which may hardly have any up-front cost to such employees. In such a case, the employees take a key role in running the business organization including making informed decisions. Again, unlike other models where employees are completely kept out of issues concerning the business management, employees would have a feeling of accountability and would be pressurized by not only motivational factors but also factors associated with business ownership (Lewis, 11).

Answer to Question 2

Working at the King Arthur Flour has a number of benefits. Unlike working in other business organizations where employees are kept in the dark as far as decision-making processes are initiated, working in this business organization would provide an employee with the advantage of being in a

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position to contribute to the business success. In cases where employees have no ownership to the firms they work in, it follows that the only motivational factor is the compensation. In the case of King Arthur Flour, employees understand that their efforts would yield some personal benefits. To the firm, benefits such as retaining good employees are achieved. This kind of ownership attracts and retains good employees. Small businesses or some business organizations that are perceived to have less attractive working environments have difficulties to attract or retain good employees (Lewis pg9). This happens as every good employee strives to get a bright chance in a good organization. Another benefit would be the aspect of buying out ownership. This happens when the original owners intends to leave the business, which makes transfer of ownership easy.

Answer to Question 3

King Arthur Flour is a great place to work because it generates employee motivation. Given that employees fully own the business, they would be fostered to work harder than they would do when working in firms owned by different stakeholders. Employee ownership is highly found to foster employees' commitments (Lewis, pg9). This in turn improves the ability of a firm to carry out different strategic activities that are important to the growth of the firm. It would therefore be a great chance to work in King Arthur Flour especially given that there would be a great chance to get a chance in owning some of the business shares (Lewis, pg8). This would be a motivating factor, which would in turn enhance my working ability. I would as well feel as part of the management irrespective of my job position since I would have a role to play in running the firm. I would therefore like to work in King Arthur Flour.

Work Cited

Lewis, John. The employee ownership advantage: benefits and consequences. London: Cass Business School: Department for Business Innovation & Skills, 2012.