

Whole foods analysis

[Business](#), [Management](#)



Here, teams have to work very closely with their leaders so that they can make rational decisions. Every member of the team has the right to give his input in important decisions regarding the stores where they are employed. The team members especially their leaders need continuous training so that they could interact in a friendly, cooperative manner, think more logically and encourage participation in the decision-making process.

At Whole Foods, employees are empowered to make their own decision and set goals for themselves. Freibergs mentions that they need to be very friends and possess strong product knowledge because every employee has to assist the store manager in taking important decisions in various areas. An employee's mind and judgmental skills have to be sharp because whenever a new candidate is hired, the team member has to take part in the interview process and his say regarding the candidate's potential is given weightage. The sales associates are required to possess strong communication skills because they are the one who deals with the customers on one to one basis and is highly responsible for communicating the image of Whole Foods.

Which of the motivational practices are emphasized by Whole Foods in its management system? Tying rewards to performance? Designing enriched jobs? Providing feedback? Clarifying expectations and goals? All of these? The employees' turnover at Whole Foods is very low as compared to other grocery stores because here the employees feel motivated and energetic towards achieving the organizational goals. Firstly, the employees are given attractions such as sound compensation and bonuses for teams that perform

well. Their goals and expectations are simplified such that each employee understands that his responsibility in the decision making and new candidate's selection. The company has clearly communicated its eight core values to its employees so that they could easily set up their goals in line with these values (Whole Foods, 2015)

Based on the demand-control and effort-reward models of stress, are Whole Foods team members like to experience a great deal of stress? Executives? The demand-control model entails the assumption that occupational stress occurs when the demand for the job is high as compared to the decision latitude. The second model of effort-reward suggests that a person is able to focus better on job, feel motivated and explore growth opportunities only when there is a proper balance between decision latitude and job demands. Simply put, when the efforts are in line with the rewards, the stress level is low and vice versa (Peter, 1996; Peter et al., 1990). It could be a little stressful for executives at Whole Foods as they do not get to enjoy luxury benefits including zero stock options. Also, the upper salary limit of executives is defined but then as compared to the friendly environment, respect and every single employee's engagement they receive, the worry of not getting paid beyond a certain limit should feel balanced.