

# The pros and cons of bureaucratic organizations commerce essay



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The Hewlett Packard or (HP) is a standard multi national organization, that has been and is offering its consumers with its continuous matrix of products and services in the segments of computers, business solutions, technologies and other related services across the globe. In the phase of large scale mergers inhabiting around, the Hewlett Packard (HP) entitled to take over Compaq Computers in the year 2002 which was recorded as one of the largest mergers in the current business era of the world It expanded with a standard transition with a net work force increase to over 120, 000 lined at several branches across the globe. This transition was incepted to cater to the increasing demand compositions of the market. This has taken a light in increasing the sales by seventy million dollars.

The journey set on when two Americans William Hewlett and David Packard joined hands to set up the company Hewlett Packard, in their father's Garage earlier in the United States. And now it has ranged to become one of the famous giant of world computer market. The production of personnel computers for home and Business use was where the company started its basement in 1980 to push up to the international market. This process endeavored the HP Company in earning annual revenue of 2 million U. S dollars. In the 1960's the company produced audio oscillators before introducing personal computers the majority of companies and consumers use HP computers printers and ink cartridges.

## **The Pros and Cons of bureaucratic organizations**

The primary strength of any organization stands when the top level management has the total control on the company and its processes, The HP happened to post the same enigma, as the total control of a company had <https://assignbuster.com/the-pros-and-cons-of-bureaucratic-organizations-commerce-essay/>

been observed as the primary power of this bureaucratic organization. The most significant prospect was being staturated to have a skilled set of employees for managing the organization.

As the knowledge and growth of the skilled employees who posses a good knowledge helps the organization grow substantially. The top level management when has a complete hand over the under level staffs, the management would have substantial scales of experience and knowledge to rise. the dismissal of random choices can be protected by bureaucratic organization to help highlight and protect job security.

As this team helps in assisting the Board of Directors in providing additional in context to the current growth and status of the organization, which in turn helps in vital decision making in the organization subject to stakeholders election. But this is not so beneficial to the staffs. There by it helps in achieving the goals and objectives of the organization enabling it to be successful.

(<http://.bustingbureaucracy.com>).

The road of all advantages also has a numerous disadvantages too, The bureaucratic organization, are sometimes considered as problems. with a few notary Disadvantages. The system eyes only on the profit making credits and services of the organization and not any staff related advantages are observed. This problem might as well lift the inefficiency standards of the company.

The main cause of this is the system only focuses resource allocation and not any other aspect. There by this rationale least helps in profit making to the organization, which is a negative constraint. The effect on the society in the cause of undetermined welfare of the public can also be one of the negative prospect of this bureaucratic system.

For instance Carter (<http://www.helium.com>) states that organizations tend to fail in many prospects due to this system a it results in the wastage of useful resources in context to tax for revenue etc. This might create a partial impact on the staff of the organization as well as the higher authorities hold the control over the complete organization. And there by reduces the efficiency of the work force by the affect of social and moral values in the organization.

(Carter, <http://www.helium.com>).

## **Challenges on Desk-HP Business**

The growth and progress are the two constituents of development of any organization during development in the process all employees of the organization are confined to experience numerous amount of challenges. These problems occur during mergers of the company. This focus determines the state of development of an organization In order to expand the need and change of the organization; the organizational development module can be used. to help increase the knowledge transfer in order to recreate a new change process successfully. The core rise to all these objectives is to improve the employee's knowledge on the altered process other wise it will lead to inefficiency. There by a following a systematic way of implementing

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the change with in the organization helps in the smooth running in the work force and increases the efficiency levels as well.

([http://www. managementhelp. org](http://www.managementhelp.org)).

In the process of values stimulation of the stakeholder's international business on a large scale is necessary, this helps in improving the competence levels. The process reopens the coordination of secular set of blind operations. The HP had a great challenge in executing this task while merging with the computer company Compaq Computers. The introduction of low cost sale on all the technology products helped HP and compact create a huge advantage in the market. The integration of operations helped to build a competitive advantage, and impacted customer and raised to increase the customer satisfaction levels as well.

A proper execution manual helped the company in building its business process and a brand image. Since then the organization proved to be successful in improving its complete status and further helped it self explore new heights. The objective of transforming the organization into a Muti national was achieved successfully. The employee's count raised in various parts of the world and with the help of additional diversified experts around the world, the company redefined its terminal objectives and is standing tall in the global market today.

This management system advancement integrated HP and the Compaq to a combined success in achieving its goals and objectives, and moving towards a combined confront all the management efficiencies of the employees of the organization. its management system was of central value For Hewlett  
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Packard for five decades, the management system and its core values have been an important aspect for the company customers, the employees, the shareholders content.

## **TASK 2**

### **Management of Executives in the organizational transformation process-HP Norway**

The role of HP Norway executives in the confront of change was humongous in the transformation process as they gathered an important hand to the growth of the company. The primary motive of HP was to explore new heights as a famous high-end technological operator across the globe. The employee behavior analysis was perfectly done by the HP Norway to enhance efficiencies of the HP employees, as it was essential to understand their transition focus to another organization in the progress of implementing change. By the virtue of Necessary changes that were planned.

The HP Norway team notified the issues related to integration during merger. They also played an important role is stabilizing the complete process during the transformation state not just with employee conflicts but also all the other ones. Above all this managing the business processes change was a challenge to the organization, which is why they had taken the support of Accenture.

Accenture is a high profile organization. Which has consistently proven its impact with huge giants in the organizational transformation process across the globe, to help them regulate their business to smooth running of the organization with an improved total process out put

(<http://www.accenture.com>).

## **HP Norway in association with Accenture**

The focus of the HP was to balance the external sources to serve the stakeholders. The next important point to capture for HP was to have a competitive price for all their products. In place of standing tall in market as well. The team mapping idea of the Accenture got it right. Each team had various responsibilities, in their contribution towards designing a better organization, and management.

(<http://www.accenture.com>).

## **Survey**

Substantial amount of information was collected through feed back analysis from the employees to the prospective of current persisting organizational culture.

This was one of the primary considerations taken to place on a web-based survey by the Accenture team. This brought in a clear picture of the employees mindset and prospective in context to their genuine feedback on the senior employees. The survey also shared all the important chronicles of the organization. This pertained to be one of the most eminent survey based on which the organizational transformation began at the HP and an efficient team of Accenture helped HP grow its Business.

## **Key Focus Areas**

The survey enabled the organization to pertain enormous feed back of the organization that assisted in acclimating the change resistivity of the

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employees. The critical success factors in several areas through strategically designed activities were explained by a team with the assistance of the feedback analysis during integration process.

### **Module for Portal Integration**

The web-based integration was introduced by HP Norway officials. This was a gateway for integration and development. It quickly made the information available for the transition as well as other information was ascertained. The information about the relocation and the integration process and the other interesting information happening at the company on the web based integration portal was posted. This procedure was found to be quite a realistic way and good practical way to share the information and encourage the staff. The team leaders to make it more efficient messaged the key aspects such as information about the work schedule and location to the employees. Hence this integration portal attracted the employees and created positive feedback.

### **Transfer of the Offices:**

The newly arrived employees of HP and Compaq transferred employees where repositioned in different locations. This was lead by the technical support team with a modest tenability of the employees and theirdepartment's. The technical team helped in clearing all the doubts of the employees. This helped in creating a friendly and warm atmosphere with in the organization. The base stations were set to entitle the employees of the hp and compact with the rise in strategic planning.



## TASK 3

### **Organizational Change Models:**

John P Kotter- The Eight Step Models

An extreme range of various range of organizations set up to deal the reallocation process of the company's work force. The various problems in an organization occur mostly due to organizational changes or shifts in the operations or further the mergers.

The Below listed are the eight steps of John P Kotter's eight models

To use the human resources efficiently, the people should be aliened in an efficient manner i. e. the right people should be placed at the right time with a right objective.

The Human resource is the important part of any organization, there by motivating them and creating positive mind will help increase the efficiency levels.

Every employee's efforts should be appreciated by the higher level management in order to improve his efficiencies.

The communication system should be sound as the all the information provided to the employees should reach them on time and should be appropriate.

There should be continues support of the team leaders to the employee, especially at the time of odd situations to not hamper the efficiency of the personnel.

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The team leader should be responsible enough to ensure that the old tasks are accomplished before a beginning of any new tasks.

Motivation plays a key role as it is one of the very important aspects of increasing the productivity.

The team leader is to promote unity within the employee groups; this starts from the higher level and reaches the lower.

### **Masteso's Model of Organizational Change**

The organizational change is primarily very important for any organization to redefine their objective and keep improving their processes. This becomes a very important tool in regulating the core prospects of every organization. A continuous shift in methodology and techniques helps to materialize on the existing expertise and further improves the efficiency levels in order to put the organization on a growth trajectory. Therefore, it is an important contribution to the company.

It is very important to design a proper change process and further implement it smoothly. An organization involves several employees' stakeholders etc.

The adopted change process should not affect the constituents. The improper execution might lead to numerous disadvantages and might as well end up in disturbing the organizational moral. Hence, it has to be carried out properly.

[www.allacademic.com](http://www.allacademic.com)

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### **Conceptual Organizational Change Model:**

This is one of the ideal frame works that can be chosen. The alpha, Beta, Gama is the three scales on which the evaluation is structured. The final out put objective is to maintain a proper mechanism of executing the change process. The change is very important in the organizational context but the shift in mechanism creates barriers where the employees would find it difficult to adjust with the new mechanism's. There by the transition process should be initiated in the supervision of experts so that the change aimed is achieved with out disputing the mechanism and the objectives of the organization. Hence this is a very important tool for the organizations to be successful.

### **Process Model for organizational change**

This is a process change applied by the organizations to carry out tasks or processes in a step-by-step basis. The ideology behind executing these tasks in a step-by-step. Organized manner is to bring about a successful change in the organization. Structuring an array of tasks which are varied in context to several factors largely depend on the degree of change of the process model it is an utmost necessity that various change model theories are presumed before initiating this change model in the organization.

The composition also involves documentation of all the tasks and operations, which is to be done by the management executives. Feather, they aught to ensure that the rules and the change policies are strictly followed by the work force hence this processes would be successful and also help in

nurturing efficiencies and capabilities of the organization if it creates a positive impact.

## **Kaizen Strategy Model for the Organizational Change**

The team leader's the rightful person, whose responsibility is to monitor the whole process, they are also responsible for the technological transformation, this helps increasing the performance output and producing better results. By maintaining the company's functions stable in the progress, the company ought to be organized in order to make best results. These improvements should be down in the managerial functions. A company when gets stabilized and has a well defined set of roles and responsibilities helps improves the managerial frame work of the organization that in turn creates critical success opportunities. When a task is defined it is taken into a leveraged standard after which the upcoming tasks are to be improved and improvised. The explanation of this model can be done in various categories such as Kaizan model and advancements. Innovation is the key advancement deal that should be achieved by improving the present process.

## **Models for change process suitable to HP**

Kotter's eight sigma model merged HP with CC by analyzing and distinguishing the transition process. Both Accenture and HP worked as a team in order to develop unique strategies to become the biggest technological company in the world. These models were introduced by Kotter to make better decisions and create a better scope of growth for the employer which help in the growth of productivity, Good quality information should be given to the employees about changes that are taking place in HP and about its <https://assignbuster.com/the-pros-and-cons-of-bureaucratic-organizations-commerce-essay/>

important team building exercises should be taken place within the employees to increase the output of work, even skill development ought to be considered. Accenture assembled an expert team in order to handle the transition of the change process of HP. They made sure that all their employees were aware of the change in the organization and implementing processes. This was one of the primary considerations taken to place on a web-based survey by the Accenture team. This brought in a clear picture of the employees mindset and prospective in context to their genuine feedback on the senior employees. The survey also shared all the important chronicles of the organization. This pertained to be one of the most eminent survey based on which the organizational transformation began at the HP and an efficient team of Accenture helped HP grow its Business. If the higher authorities of both the companies came together and worked for one common goal then the strategies would be successful to enable the employees to work even more efficiently. The higher authority members should make sure that there is sufficient flow of communication; they should see that everyone is involved in the communication change.

The main advantage of Kotters model is that by taking feed back suggestions from the employees and also improve the quality of work and the work environment by reducing the barriers of the change process, which also gives the brief definition about the mindset of the employee to increase the productivity of the employees they should continuously be motivated. As HP and Compaq have merged recently the company should make sure that the employees are encouraged, for them to achieve their particular goals as the

organization has undergone change process. The employees should also get used to the change in the environment and the change in strategies.

The team leader are responsible for all the tasks which are assigned to the employees, the team leaders are supposed to make sure that the work should be completed on time, they should also make sure that the process aims are managed and organized systematically before starting of a new task, the employees should be encouraged and appreciated when they complete a group of tasks .

During the merger of HP and Compaq Computers, Kaizen's organizational change model helped in improvement and maintaining the processes of change. It is the team leader responsible at HP, Compaq and Accenture to maintain the standard of technology that is being used in the organizational change and to maintain the standard of operations. If there is any updation to be done , required improvements and updates are processed based on the current standards, when there is a well defined and successful functioning of work , that is when the real managerial functions could be improved. Kaizans model exclaims about the efforts put in by the employees of HP Compaq during the change process, it can also be classified as the advancement that deals with the innovation and which briefly focuses on the implementation and improvement of present change processes. Since Kaisen is well designed and planed it can easily, deal with improving the change process, which can be implemented easily, that is why HP implemented them. Hence it has benn proved as an efficient model to opt during the stage of organizational transformation.