

Organizational
redesign
recommendation for
infiniti hr



Introduction

The following report consists of an organizational redesign recommendation form and key points for the internal review meeting after the past few weeks of class to determine how the company that I work for, can improve their organization design. The information from Infiniti HR was from an interview from a colleague to collect information below. This information will aid in the organizational redesign process for this company and this course.

Organizational Redesign Recommendation Form

| | |
|--------------|---------------------|
| Strategic | Infiniti HR's |
| mission and | mission is to |
| goals of | provide small |
| client | businesses with |
| organization | exceptional |
| | payroll, and |
| | benefits, services |
| | while gaining their |
| | trust and |
| | satisfaction. The |
| | main goals of |
| | Infiniti HR is to |
| | provide our clients |
| | with the feeling of |
| | trust. We listen, |
| | we are |

accountable,
customizable,
communicate,
develop
partnerships and
represent value.

Strategic gap related to client's current organization design

The strategic gap related to the current design is the lack of the technology with the services of responding after hours. The goal is to provide outstanding value and exceptional service, but with lacking the automated responses, we are getting a lot of back lash with not being able to get what they need

when they are in
different time
zones.

The goal of the
recommended
redesign is to close
the gap between
their current
organizational

Strategic structure and the
goals of strategic goals of
recommend automated
ed responses. The
organization goal is to eliminate
redesign the wait time of
responses. As well
as, eliminating the
frustration of the
clients by
providing quicker
responses.

Recommend The model I am
ed model for recommending for
client redesign is a

virtual
organizational
structure. This
structure involves
collaborative
organizations
which allows the
organization company to fulfill
the needs of their
audience. They
can connect with
another company
who specializes in
automated
responses.

Why are Functional
other structures usually
models not tend to be to
appropriate? resistant to
change and
divisional
structures tend to
duplicate effort
and lose efficiency.
Matrix structures

combine the two other structures and can make role responsibilities unclear and complicate the span of control (CITE). Modular structures fit best with manufacturing and product-based industries. The above structures to not fit their current needs and would not fill the strategic gaps.

What are the risks associated with your recommended model? The risks include; lack of communication, lack of organizational identification among employees.

(Weingarden, 2011). This also includes lack of the clients interest in the company who cannot meet the fulfillment of the services that they are requesting.

Internal Review Meeting Preparation Form

Key descriptive points about your client organization

1. Infiniti HR is a Human Resources company whos other competitors are other human resource companies.

2. Infiniti HR is a small company,

only
consisting of
only 75+
employees.

3. Infiniti HR
mainly relies
on smaller
companies
who are
seeking
payroll,
benefits and
HR services.

Key points about
your client
organization's
strategy

1. To provide
outstanding
trust and
great service
to our clients
who come to
us for help.

2. To ensure
that we are
protecting
their identity

and accounts.

3. To provide great communication so the clients can reach us when they are in need of getting answers or documents.

Other key points about your client organization

1. Infiniti HR has several different departments to ensure that clients are taken care of; Payroll, taxes, benefits and the service team.

2. Infiniti HR's

main

structure is

the family

oriented

vibe. They

want their

employees

and clients to

feel safe.

3. Infiniti HR

lacks

automation

responses

and still relies

heavily on

manual

responses.

Your recommendation 1. Focusing
on automation and how the
organization's recommendation
links to strategy | organizational
redesign on an automated
structure is what Infiniti

HR needs to fill the gap between their goals and current structure.

2. Online chats will bring in the technology that they are lacking. This will provide the exceptional service they promise to their members in order to give them answers at all hours of the day.

3. Good motives and

collaboration
will allow
them to have
a better head
start on
succeeding
against other
competitors.

Key points supporting your recommendation

1. A virtual structure is responsive to the rapidly changing environment (SHRM, 2015).
2. Technology plays an increasingly important role in improving communications, doing administrative

e work more
efficiently,
and
connecting
employees to
customers
(Ulrich,
Younger,
Brockbank &
Ulrich, 2012).

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