

Human resource



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Table of ContentsIntroduction

-----02Leadership

-----02Role of leadership-----02Role of Groups and Corporate Governance-----

03Groups and Teams support organisational performance

-----04Function and process of motivation in organisations-----05Functions-----05Motivation

Process-----06Function of leadership and management in organisations-----

07Functions of Leadership-----

07 ??? Vision Setting-----

07 ??? Stimulating or inspiring-----07

??? Coaching-----

07Functions of Management-----

07 ??? Planning-----

07 ??? Organizing-----

07 ??? Directing-----

07Role of Employee Engagement

-----08Contribution of corporate governance codes of practice to the change process-----09Conclusion

-----10References

-----11Introduction:

Being a management consultant in this report we will analyse the company??™s leadership structure and employee management process that

can contribute in order to achieve organizational objectives. As Leadership and good governance is generally seen as an imperative factor that affects performance of the organizations. This report also addresses the motivational factors and benefits of motivating the employees and how different groups and teams (stakeholder) involve in the company's processes and better performance.

Employee engagement is also very vital element for positive and enhancing returns of the organizations. In this report we will examine how leaders can communicate change in the organization effectively and get desired result while motivating the work force and engaging their work force in work.

Leadership: Northouse (2004) analysed that there are number of different definitions of leadership according to point of view of each scholar but he defines leadership as leadership is a process through one can influence the group or team In order to get one common goal. Leader is person who can take whole team with him and chase the assigned goal successfully in an effective manner. Role of Leadership in Organizations: Leadership is playing a vital role and usually seen as a key variable in aligning, communicating and coordinating smooth processes of organizations (Lewis & Packard 2007). Generally leader is a person that can develop the vision and understanding for change, then directing that change and reinforcing it at all the levels in the organization.

Thus in organizations productive and effective change is not possible without the vision, help and guidance of leadership (Damien Clarke 2008). In order to play effective role there should be leader has some qualities such as leader must be a Visionary, a person of Integrity and Honesty with having Values,

leader must know how to properly motivate its subordinates and more importantly leader must be able to lead change. Leader plays role in order to systematize activities to get better competence. Assign work to groups or individuals while communicating what outcomes are likely for a particular task. He gets confidence in employees and builds friendly relationship and offers them best ways to perform task in good working environment.

So the role of a leader is crucial in led the effective change as well. In a planned change proposal, the leader should have an understandable vision and an arrangement that both should be involved people in the change and make sure that there is a assisting infrastructure for the change. On the other hand, poor leadership brings lack of hope, as it can't communicate clearly prior to implementing change. If we talk about concern organization then the management of company should introduce visionary and effective leadership that can lead change effectively with the help of different strategies. Role of Groups Communication and Corporate Governance: System of Corporate Governance is an approach to control and direct organizations.

The main role of corporate governance is to assist effective management processes that may communicate the long-term accomplishment of the firm. The OECD (1999) stated, while doing the importance on the connection between shareholder and director, explaining corporate governance that it's a link between a firm's management, its shareholders its board and other stakeholders. Corporate governance presents the arrangement through which the goals of the organization are place, and also determined the sources of getting those goals and measuring performance. Excellent

corporate governance must give suitable incentives for the management and board to chase goals and objectives that are in the favour of the company and shareholders and communicate clearly among these groups to make sure efficient checking monitoring, so heartening companies to use assets more resourcefully.

The corporate governance plays important role in order to distinguish the privileges of stakeholders as well-known by regulation and persuade active co-operation among corporations and stakeholders in drafting assets, jobs, and the sustainability of monetarily strong and sound enterprises. According to Jensen and Meckling(1976) , there is a number of various groups of principals who supply finances for management by the directors and other employees. Ordinary shareholders are one group and more groups include preference shareholders, and bondholders or depositors. Usually corporate governance depends on two fundamentals: 1.

The long-standing link or relationship? In order to deal with monitoring, reward or incentives for executive and communications involving management and financiers. 2. The transactional link or relationship? It involves working with revelation and power. Effectual corporate governance plays vital role in order to ensure that long-term strategic aims & objectives and procedure are recognized, and after that the appropriate management and management arrangements are in position to attain those aims & objectives. And at the same time also confirming that the structure works? to continue the corporation??™s veracity, repute, and answerability to its related constituencies. Groups and Teams support organisational performance: Different groups play different role in organizational

performance and activities. These groups put influence on the performance of organizations and their productivity as well.

A team is a grouping of individuals with corresponding skills who work together to accomplish a precise objective. Members of a group work autonomously and meet up principally to share and communicate information. Organizations as well support teams due to their outcome on the whole workplace performance, both individual and organizational. Teams have five main features in order to support and get maximum output: Teams are responsible for attaining precise common goal. They act interdependently.

They must firm and stable. They have power and authority. And finally they function in a communal perspective. In order to get better performance teams need a particular amount of independence, authority and power in forming and implementing their plans and decisions. Function and process of motivation in organisations: Motivation is the force that can become the reason for people to opt particular attitudes from amongst the numerous alternatives available to them. In Organizations Performance of employees usually is influenced by motivation, capacity, and the environment of work. Motivation is vital because of its implication as a determinant of recital and its insubstantial environment. First of all motivating to employee's means, getting to recognize other people, their wants, responsibilities, goals and morals, also evoking employees' inactive keenness to accept particular activities and encourage them to make extra rational and substantial effort and use their capabilities and skills to comprehend firm's goals and objectives.

(Mowday , Steers,& Porter 1979). Functions: Functions of motivation in organizations are rousing, motivating or stimulating the employees by management with enthusiasm to work. Positive, financial, non-monetary incentive can be used for this cause. Motivation is a very vital for any sort organization because it plays the following function:- 1. engage human resources into deeds 2. get better level of competence of employees 3. Leads or direct to attainment of organizational goals 4. develop friendly connection among employees and management 5.

Leads to constancy of work force 6. ? Direct to a positive and demanding approach at work place. Motivation Process: Generally the process of motivation involves three steps:- 1.

A felt want or desire 2. A incentive in which desires have to be aroused 3. When wants and needs are fulfilled, the contentment or achievement of goals. Consequently, it can be said that motivation is a psychosomatic fact which means wants and needs of the folks have to be managed by crafting an inducement or incentives plan. | Unsatisfied needs || Drive Toward goal to satisfy || wants || Getting goal | Figure 1: The basic motivation process (Hodgetts and Luthans, 1997, p. 332) Thus there are a number of definitions of motivation but all have in general that motivation is a psychosomatic and emotional process impacting inner motives which direct performance of a person and power him to action with the intent to attain a number of goals and objectives.

Company should give different reward and incentive to motivate its work force and adopt change in an effective manner. Company can use different

motivational techniques to attain its required outcomes. Function of leadership and management in organisations: Leadership and management are the two different expressions that are habitually considered identical. But it is necessary to know that leadership is critical component of efficient and effective management.? Management starts with the making of groups to achieve aims and objectives that may not be got by an individual. The competent management can guarantee expansion and success of the business.

Major functions of management are development, execution, control and evaluate and monitor. Functions of leadership wrap developing and setting vision, stimulating, inspiring educating change and training or coaching on the other hand the management functions involve planning, then organizing and finally directing. The functions of management persuade devotion to recognized procedures and policies. Functions of Leadership: Vision Setting; is a process of developing a vision of the upcoming future and making the strategies or plans to implement the changes to attain that vision.

Stimulating or inspiring; is a way to communicate and give direction and collaboration change and the comprehension of individual goals and vision of group.

Coaching; is a step of monitoring and training employees and coach them so they get the required behaviour and skills to realize the change. Functions of Management: Planning; is a process of deciding and making plan that what is to be achieved or accomplished by the particular group, and after then also determining the method how it should be done. Organizing; When planning is done then in organizing is something where management put together a

latest organizational arrangement of people and jobs or reshaping the prevailing one, to execute the things that have been designed. Directing; Is monitoring or checking to observe whether already determined standard are being met or not and if not then take corrective actions according to the situation. The companies that are more managed and under-led cannot carry out activities and performance up to the standard.? So Leadership along with management gives a new track and makes well-organized utilization of assets to realize it. Thus both leadership and management are crucial for entity as well as company??™s triumph.

Company??™s management should develop effective strategies and communicate change with the help of leadership and direct the work force to get common goals and objectives. Role of Employee Engagement: Employee engagement assist to build up optimistic and encouraging behaviour among individuals on the way to their work and their firm which contribute a key role in ensuring that employees offer their best even when period are hard. Clarity and communication are two main areas that help to create employee engagement in organizations.

In company??™s performance is extremely influenced by the work performance of the persons in their groups so there is always strong requirement to incorporate or put together individual and organisational goals. Employee engagement becomes a great source of: (Fisher, 1999) ??? Customer contentment and faithfulness ??? Quality Product and service ??? Cost management and returns expansion ??? growing employee retentionThe firm of global HR consultancy presented a number of very influential statistics (2007-2010) on the profit of engaging employees. They <https://assignbuster.com/human-resource-2/>

discovered that organizations with engaged employees enhanced operational income by almost 19% in comparison of other companies who do not engage their employees. They also showed that there is a notable expansion in employee engagement greater than before proceeds, created a 26% boost in employee output, lowered yield risk, leads to a superior capability to catch the attention of top talent and 13% high total returns to shareholders.

As a management consultant I will suggest that company need to engage its employee and empower them to some extent to take initiative related to their task in order to get desired results and successful implementation of change in the company. Engagement of employees in work is a great tool to create the atmosphere of satisfaction and trust. Contribution of corporate governance codes of practice to the change process: Corporations are the entities that form trade and industry value. Moreover the competitiveness of any sort of businesses is vital in shaping the competitiveness of a state. While taking decision of investment flawless corporate governance system is a key factor in the globalized market. Corporate governance codes give a direction and route for good governance in the process of change that can make companies more trustworthy and reliable, locally as well as internationally, and improve efficiency and competence of the management. Practicing of corporate governance code can lead to better and efficient performance of the company. The main purpose of the corporate governance code is to maximize value and worth f the corporation by increasing the efficiency and transparency of corporations for the prospect future.

As in order to get the faith of shareholders and concerned groups, corporation should develop transparent and reliable management. The corporate governance code compliments the demands of the current laws and decrees whereas at the same time giving a track for excellent corporate governance systems for a future-oriented perception. Conclusion: It is concluded that company need good leadership arrangements in order to create an atmosphere of trust between employees and themselves in the process of change to get good results in future.

Because with the help of this company can deal with this radical change easier. Management and leadership of the company need to develop or discover new and novel ways to improve confidence of the employees, keep their talent and boost productivity, in order to increase a competitive advantage and growth in the profits during the phase of change. So for this purpose and make company??™s employees happy and comfortableLeadership of the company need their team members to provide more flexible attempt to accomplish significant objectives and adopt change. Company??™s management and leadership need to communicate the culture of change among employees and also educate them the results and offer reward and incentive to motivate them.

Good governance of the company is also very important element in the duration of change and successfully implementation or adoption of change. Company can also engage its employees and get better results as it can get better performance and loyalty and retention of the employee and all these factors lead to the growth and growth in the profitability and productivity. As company is facing the problem of employees unhappiness and not working

with willingness because of change so company should engage its employees in this way they will care about the future of the organization and also ready to put in discretionary endeavour. Because engaged employees always feel a great exciting link to the organisation that employs them, that can be the result of high retention and productivity level of employees and lesser absenteeism. Company should also make its sound and strong governance system as well defined code of practice of corporate governance direct the company in a right path to get its goals. References: 1.

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