

# Bcs assesment essay

Business



They are seen as low profile symbols such as stories, jargon, and routines. We can see that Alphabet began as three students and grew into a very successful company and throughout this the informality and close working relationship between the partners hasn't changed which shows informality is a norm and managers are approachable. Performance can also be seen as a norm as it is a constantly changing environment and in order to keep up with it the performance standards have to be high. Core values are the basic beliefs about what is good for the organization, the shared values.

This is about what management feel is important and what should or should not happen. There will be a value system in place which will include what the management believe in. These core values may not be expressed through a value statement and members of the organization may not share or accept these values. These are seen as high profile symbols such as logo, mission statement and dress code. We can see throughout the case study that customer care and producing the high quality products is extremely important to Alphabet.

We can also see that increased professionalism; corporate identity, mission and value statements have strengthened the informal and close working relationship between partners. Core values within Alphabet include care for customers, growth, productivity, market/customer orientation. The organizational culture of Alphabet games is Charles Handy's task culture. This is a team approach which brings together experts from different fields. This approach is flexible and can be adapted, it can be useful where the customers, market and environment changes frequently. We can see that Alphabet are constantly subject to change and are involved in extensive

research and development activities. We can see that all the apartments within Alphabet games are experts such as game programmers, marketing professionals and business/let manager's work together in order to adapt to these changes quickly. We there is an organic culture here which can cause insecurity and conflict if things go wrong.

The management style is participative as we can see the managers get involved with the team and the employees are actively involved in decision making. They welcome innovative ideas, concepts and thoughts from their employees. Participative management can only be performed by those who know their job inside out, e can see that the three managers in alphabet do know their job inside out as the company started with them and it has grew massively therefore they know what they want and if it goes wrong they know how to fix it. We can see that the managers share the same values and the informal and close working relationship has been strengthened by these shared values. Organizational behavior is the way the employees behave as a consequence of the organizational culture. The organizational climate is the working atmosphere which is shaped by the managers and sets the tone of the organization. In alphabet the organization climate is informal and friendly. We can see there are systems and procedures in place in Alphabet during the recruitment process; staff must have a passion for software and development and must be able to adapt to the character and principles within Alphabet.

This ensures the close working team approach and atmosphere stays within Alphabet as employees share the same passion for their job. An alternative organizational culture Alphabet could be Charles Hand's power culture. This <https://assignbuster.com/bcs-assesment-essay/>

is where control is centralized and relies on trust, empathy and personal ammunitions. It is very paternalistic.

There are few systems in place as we know how the boss likes it to be done. Alphabet could adapt to this organizational structure as the Company is driven and managed by the three founders. This would affect the managerial approach as the management style here would be autocratic which means employees wouldn't be involved in the decision making. It would be the managers making the decisions alone and would then convey this decision to the staff. This could then affect the company's core values as this is strengthened by the informal relationships.