

Mackey states whole foods

[Business](#)



What role, if any, does McGregor theory Y play at Whole Foods? Explain.

Theory Y view employees are capable of self-direction, of seeking responsibility, and of being creative according to the text. Companies want to have happy consumers and in order to obtain this they need happy employees. Management needs to be creative and find ways to keep employees involved.

Management makes sure they hire good people; they want employees who will appreciate the job and feel like they are part of the company. It appears Whole Foods follows McGregor theory Y.

His employees are happy and provide prodigious customer service. 2. How does Whole Foods build human and social capital? Human capital is the productive potential of an individual's knowledge and actions. Dimensions include such things as intelligence, visions, skills, self-esteem, creativity, motivation, ethics, and emotional maturity.

Social Capital is productive potential resulting from strong relationships, goodwill, trust, and cooperative effort. Whole Foods will hire quality people and ensure they are well trained. They make sure employee training is a key priority for their business. That shows how they build human capital.

Mackey states, "Happy team members result in happy customers".

This will result in happy customers doing more business with you. This is how Whole Foods build social capital. 3. How does this case bring the profile of the 21st century manager (Table 1-3) to life? Explain. 21st century managers the book defines it as they will be team players who will get things done

cooperatively by relying on joint decision-making, their knowledge instead of formal authority, and their multicultural skills.

They will engage in life-long learning and be compensated on the basis of their skills and results.

They will facilitate rather than resist change, share rather than hoard power and key information, and be multidimensional communicators. Ethics will be forethought instead of an afterthought. They will be generalists with multiple specialties. Mackey acts as the coach who is well respected and liked.

He gives respect and also gets respect. He promotes learning and growth within his company. Mackey is an absolute model of a 21st century manager.

4. Where would you locate Whole Foods on Carol's global corporate social responsibility pyramid in Figure 1-3? Explain.

Whole Foods falls into level 4 on this pyramid.

Mackey states Whole Foods' highest purpose is a heroic one: try to change and improve our world. Mackey strongly believes in being a good corporate citizen, obeying the law, ethical practices, which will ultimately make him profitable. 5. Which of the seven moral principles in Table 1-4 appear to be in force at Whole Foods? Explain.

The seven moral principles are dignity of human life, autonomy, honesty, loyalty, fairness, humaneness and common good. A Whole Foods shows its loyalty by having long-term relationships with its vendors. The company illustrates human life by struggling nutritious food.

The quality of the food they provide shows humanness. The firm cares for everyone they encounter, they strive hard to accomplish most of the seven moral principles.

6. What appeals to you (or does not appeal to you) about working at Whole Foods? Explain. 0 Whole foods seems like a great place to work. They treat their employees, vendor, and customer with the utmost respect. Training their employees seems like a priority and they are very selective in the hiring process.

They like to keep their employees in the mix which will make them seem and feel important.