

Appendix

Business



Axia College Material Appendix B Roles and Behaviors of Company The firm believes a lot in values such as loyalty, excellence, and professionalism. The corporate culture of the company includes a great mix of diversity. A diverse workforce provides benefits such as great creativity and innovation. The human resource department protects the rights of the employees of the firm. Each employee knows his role within the organization. The behavioral standard during work hours is described in the employee manual and code of conduct. The company believes a lot in the importance of corporate social responsibility. The organization complies with environmental and labor laws of the host country.

Roles and Behaviors

Entrepreneurs

The entrepreneur spirit is present throughout the organization. The firm offers a stock option plan to all the employees. Due to the successful implementation of the employee stock option plan all the employees care a lot about the well-being of the business organization. The stockholders have voting rights. The company has been effective in the past at raising large sums of money which has been invested for expansion purposes through the sale of stock and bonds.

Managers

The managers of the company provide great leadership to the organization. The executive management team including the CEO is often seen talking with the floor employees. The company provides managers with monthly training and development sessions. The lines of communication are always open between the employees and managerial staff. The managerial style of the CEO is charismatic leadership. The managers abide by high ethical

standards in their decision making process. The managers are very fair and they have delegated some responsibilities to the floor employees to empower the workforce. Change management has been used effectively by the managers to keep up with the latest trends in the industry. The managers have the power in the organization. The company does not suffer from agency problems. The managers are responsible of keeping with good interpersonal relations with all major stakeholder groups.

Employees

The employees of the company feel they are a part something special. The firm's generous stock option plan has help develop a tremendous corporate culture. The employees achieved acceptance and synergy. Synergy occurs when the whole is greater than the sum of its parts. The workforce of the organization is very productive. The firm evaluates the performance of the employees twice a year. Different groups of employees report to various supervisors. The firm offers its employees great benefits including medical plan. The managers receive valuable input from the workers thorough an anonymous feedback mechanism.

What behaviors and attitudes should be cultivated in your organization?

The company should cultivated teamwork and cooperation among the employees of the firm. Teamwork can be used to improve the performance of a company by delegating different responsibilities to different work groups. A positive attitude is desired among the workers. Motivation is also a very important factor. It is the responsibility of the managerial staff to maintain the employees motivated. Motivation can increase though the use of intrinsic and extrinsic rewards. Diversity among the work staff is an attribute of the firm's workforce that should be cultivated more in the future.