**Organizational Theory Structure and Design**

**Internal Assignment Applicable for December 2020 Examination**

1. **‘Groceries Unlimited’ has hired you as an HR Consultant to help them improve their organizational performance. Which internal organizational aspects would you consider that should be aligned with each other for maximum success? Explain the 7S framework in the context of this start-up company. Conclude by giving your opinion on how it will impact performance.**

**Introduction**

For every project to be successful, we need a base model, like that we need a solid foundation or framework for a successful firm. A start-up company with the 7s framework aligned with each other will maximize the success rate. The 7s framework consists of hard and soft elements.

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1. **Mario always wanted to establish his own retail company. He had all the financial and physical resources required to begin but he was not aware of the key fundamental elements of an organization. Why do you think these are important? As an HR specialist, help him with this task by designing the main organizational elements. Also, align these with his retail business.**

**Introduction**

A diagram that shows the hierarchy arrangement of an organization is known as an organizational structure. This structure tells all the duties, responsibilities, and roles within a company, and also how all these things are related to one another. The organization structure also shows and when the information will flow within the company. For example, decisions flow from the top to bottom in a centralized structur

**3. As project leaders, while Julia believes in enhancing each team member’s effectiveness, George believes in focusing on enhancing the overall organizational effectiveness. This difference of opinion always confuses their team members. Now, the senior management has realized that it is high time to get the issue sorted. So, the HR Manager, John Cooper has been assigned the task to devise a standardized and holistic process of measuring organizational effectiveness. Along with this, the management has also asked him to come up with a contemporary effectiveness approach that will replace the traditional approaches. Keeping the above scenario in mind,**

1. **Explain how John Cooper will devise a holistic process of measuring organizational effectiveness.**

**Introduction**

The effectiveness of an organization depends on its strategic plan. The only and feasible way to measure your company's success is by calculating the short term and long term targets because of an organizational efficiency related to these two points. There are a few indicators that also tell the efficiency of a company. The first plan of any organization should be to set goals. The best way to do it is by defining your