**Organizational theory structure and design**

**December 2021 Examination**

**Q1. ‘Sleepy Coffee Limited’ has hired you as an HR Business partner to help them improve their organizational processes. Help them understand their organisation as a system by making them aware of its components. Also, recommend any one type of organization structure that will suit this start-up company. Justify your choice. (10 Marks)**

**Answer 1.**

**Introduction**

Edgar Schein, a psychologist, proposes four elements that should be among the most important components of an organization: a common goal, coordinated efforts, a labor department, and a hierarchy of authority. It is a manager's belief that the common cause is a necessary factor for a successful operation, which must be accompanied by a coordinated effort within the organization along with organizational resources based on the decision making process. Most of these factors are important to green organizational behavior, but they also add a crucial component to reach Its Half solved only

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**Q2. Anshuman has a brilliant business idea of starting a premium T-shirt company. However, he has no idea about sustaining a business. As his HR consultant, explain to him the different phases of organisational life cycle, that his company may go through. Associate these phases with his business. (10 Marks)**

**Answer 2.**

**Introduction**

A comprehensive explanation of the life cycle of an organization can be found in sociological theory, which shows that individuals are organized around a common cause. They are also involved in a number of activities, such as strategy formulation, commercial enterprise planning, marketing, financial management, and product development. There is a significance of making critical adjustments in a manner that is useful in every occasion necessary for the attainment of

**Q3. Ashley, the CEO and Mike, the HR Director are always arguing about which approach is the best for enhancing the organisational effectiveness of their hospitality business. While Ashely is always in favour of the traditional Goal Approach, Mike believes in the contemporary Stakeholder’s approach. Keeping the above scenario in mind,**

**a. Explain how Ashley wants to implement the goal approach and bring out its loopholes. (5 Marks)**

**b. Why do you think that Mike supports the contemporary stakeholder’s approach? (5 Marks)**

**Answer 3a.**

**Introduction**

As outlined in the aim attainment technique, an organization's effectiveness and efficiency should be evaluated based on the number of successful activities it undertakes in pursuit of its goals and objectives. Administrative functions could include the achievement of certain quality outcomes, the enhancement of market share, or the achievement of income or income targets.

**Ans 3b.**

**Introduction**

This concept of stakeholder capitalism is one of the concepts of capitalism that takes into account the relations between businesses and their customers, employees, suppliers, communities, investors, and others who have a stake in the business that is being run. As a theory