**Organizational Theory, Structure, and Design**

**December 2022 Examination**

**Q1. ‘Fruits Delicious Ltd’ has hired you as an HR Advisor to help them improve their organizational performance. Which internal organizational aspects would you consider that should be aligned 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.**

**A Real-Life Example of the Fruits Delicious Ltd 7S Model**

**Ans 1.**

**Introduction:**

Organizational design is the official process of incorporating people, information, and technology. This structure is official authority, and power and duties in a company and size organization life process strategy setting and other technology collaborate to create an entire company.

Because it is currently so apparent, every one of the variables of this model now is the suitable time to apply it to a practical situation. Today, we will involve, for instance, and understand how the inexpensive food web utilizes this therapy system. When reliable strategy and stability are in

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**2. Ryan always wanted to establish his news agency. 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 consultant, help him with this task by designing the main organizational elements. Also, align these with his business.**

**Ans 2.**

**Introduction:**

Ryan is looking forward to developing a new firm for his business, so you need to ensure the fundamental element of a business. And it is well reviewed below. Organizational structure is a proper method of working connections that the two isolates and includes obligations and capabilities. While the dividing of obligations identifies the work responsibilities of every agent, signing up with obligations guides individuals on how to connect. This equips combining all assets to accomplish an organization's functional and crucial objectives. Those Crucial targets,

**3. As project leaders, while Sandy believes in enhancing team members’ effectiveness, Mathew believes in enhancing overall organizational effectiveness. This difference of opinion always confuses their team members. Now, the senior management has realized that it is high time to resolve the issue. So, the HR Manager, Steve Hussey, has been assigned to devise a standardized and holistic process of measuring organizational effectiveness. The management has also asked him to develop a contemporary effectiveness approach that will replace the traditional approaches. Keeping the above scenario in mind,**

**a. Explain how Steve Hussey will devise a holistic measuring of organizational effectiveness.**

**Ans 3a.**

**Introduction:**

Each leader needs to drive their reps to the proper group execution. Nevertheless, it's regularly challenging to tell which impetuses and methods will produce the best outcomes. While benefits and other encouraging pressure programs deal with a brief property, long run and withstanding development require group pioneers to make a culture that qualities and empowers self-

**b**. **Explain which one contemporary approach Steve will choose and why?**

**Ans 3b.**

**Introduction:**

A contemporary method to handling The board provides a structure of the execs rehearses given later on patterns, for instance, globalization, hypothesis Z ideas, McKinsey's 7-S technique, success models, effectiveness and quality issues, and so on. Our directors need to think widely