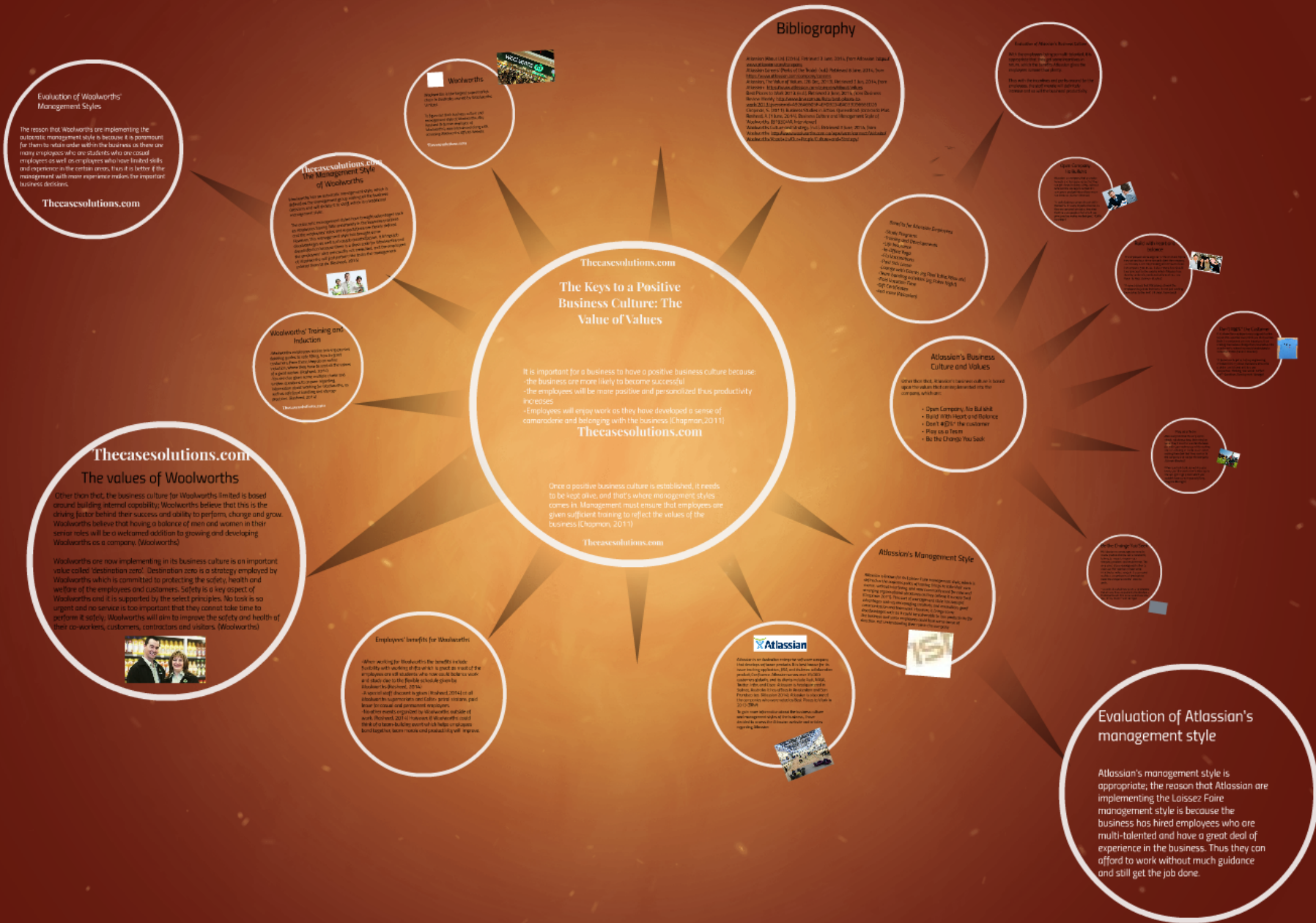


Business Cultures and Management Styles



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The Keys to a Positive Business Culture: The Value of Values

It is important for a business to have a positive business cul

Business Culture: The Value of Values

It is important for a business to have a positive business culture because:

- the business are more likely to become successful

- the employees will be more positive and personalized thus productivity increases

- Employees will enjoy work as they have developed a sense of camaraderie and belonging with the business (Chapman,2011)

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Once a positive business culture is established, it needs to be kept alive, and that's where management styles

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Once a positive business culture is established, it needs to be kept alive, and that's where management styles comes in. Management must ensure that employees are given sufficient training to reflect the values of the business (Chapman, 2011)

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Woolworths



Woolworths is the largest supermarket chain in Australia, owned by Woolworths Limited.

To figure out their business culture and management style of Woolworths, Aky Rasheed (A former employee of Woolworths), was interviewed along with accessing Woolworths Official Website

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The Management Style of Woolworths

Woolworths has an autocratic management style, which is defined as the management group making all the business decisions and will dictate it to staff, which is a traditional management style.

The autocratic management styles have brought advantages such as employees having little uncertainty in the business practices and the employees' roles and expectations are clearly defined. However, this management style has brought some disadvantages as well such as job dissatisfaction. It brings job dissatisfaction because there is a dress code for Woolworths and the employees' idea are usually not consulted, and the employees of Woolworths will just perform the tasks the management ordered them to do. (Rasheed, 2014)



Evaluation of Woolworths' Management Styles

The reason that Woolworths are implementing the autocratic management style is because it is paramount for them to retain order within the business as there are many employees who are students who are casual employees as well as employees who have limited skills and experience in the certain areas, thus it is better if the management with more experience makes the important business decisions.

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Woolworths' Training and Induction

-Woolworths employees receive training courses detailing guides to safe lifting, how to greet customers, from there, they do an online induction, where they have to read all the values of a good worker. (Rasheed, 2014)

-You are also given some multiple choice and written questions to answer regarding information about working for Woolworths, as well as safe food handling and storage practices. (Rasheed, 2014)

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The values of Woolworths

Other than that, the business culture for Woolworths limited is based around building internal capability; Woolworths believe that this is the driving factor behind their success and ability to perform, change and grow. Woolworths believe that having a balance of men and women in their senior roles will be a welcomed addition to growing and developing Woolworths as a company. (Woolworths)

Woolworths are now implementing in its business culture is an important value called 'destination zero'. Destination zero is a strategy employed by Woolworths which is committed to protecting the safety, health and welfare of the employees and customers. Safety is a key aspect of Woolworths and it is supported by the select principles. No task is so urgent and no service is too important that they cannot take time to perform it safely; Woolworths will aim to improve the safety and health of their co-workers, customers, contractors and visitors. (Woolworths)

