

Organisational behaviour case study

9 pages | 2147 words

Introduction

The main goal for any business has always been to increase profit margins. In the past the companies focused only on the number of productions and other technical issues, whereas other aspects, such as human resources management, were not valued as of high importance. These days, business environment has changed dramatically. It is believed that organisational behaviour is one of the main areas for potential improvement in order to run a sustainable business (Robbins et al 2011, p.8). This case study will examine the internal management strategies of Westpac group (Westpac), one of the four main banks in Australia. It shows how Westpac uses organisational behaviour principles to increase job satisfaction to motivate its employees. It will also explain how the company supports its employees in conflict situations and analyse the leadership styles of the bank's Chief Executive Officer (CEO), Gail Kelly. Studies have shown that using the appropriate organisational behavioural techniques can promote a motivated, satisfied and conflict free work force, but how does Westpac motivate its staff and how satisfied are its employees in their job roles?

Job satisfaction and motivation

Westpac being a large, well established company is well aware of how finding, retaining and motivating its employees can be crucial for a successful business to prosper (Westpac 2006). The company is faced with motivating employees and, in turn, generating high job satisfaction throughout all levels of the organisation (Root 2014). It can also be deduced that if employees feel job satisfaction then this, consecutively, will filter through to create a positive experience for Westpac's customers as well. However, in order to generate a motivated workforce, Westpac must offer its employees benefits, rewards and recognition, which are a few of the key causes of job satisfaction (Robbins et al 2013, p.59-74). These motivators come in many different forms and are sometimes, specific to an employee's needs. When motivating a person with a benefit or reward, Westpac must understand that each individual person will value a reward differently (Root 2014). For example, an employee with a young family may value paid parental leave, or a shorter working day, over a promotion or a pay increase.

Westpac shows that they understand that not all employees are the same and have differing needs by ranking first in 2013 in the annual benchmarking survey 'Work/Life Initiatives' for their flexible work options, offering 12 weeks paid parental leave, access to child care as well as offering flexible working hours ('Westpac leads in satisfaction poll' 2013). However, for another employee, a valued reward may take the shape of opportunity to move up in the company. If an employee is promoted to a role they have been striving to obtain then that promotion is a means of recognising their hard work and determination and makes the employee more motivated in their job and the company, thus generating job satisfaction (Robbins et al 2013, p.59-74), while benefiting the company too. There are many ways that Westpac generates motivation and in turn job satisfaction, however, one of these is through job enrichment (Darling 1997).

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The novel begins with Richard Papan, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts.

The Secret History is a masterful and thrilling novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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Table of Contents Organizational Behaviour Case Study With Solution

1. Understanding the eBook Organizational Behaviour Case Study With Solution
 - The Rise of Digital Reading Organizational Behaviour Case Study With Solution
 - Advantages of eBooks Over Traditional Books
2. Identifying Organizational Behaviour Case Study With Solution
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Organizational Behaviour Case Study With Solution
 - User-Friendly Interface
4. Exploring eBook Recommendations from Organizational Behaviour Case Study With Solution
 - Personalized Recommendations
 - Organizational Behaviour Case Study With Solution User Reviews and Ratings
 - Organizational Behaviour Case Study With Solution and Bestseller Lists
5. Accessing Organizational Behaviour Case Study With Solution Free and Paid eBooks
 - Organizational Behaviour Case Study With Solution Public Domain eBooks
 - Organizational Behaviour Case Study With Solution eBook Subscription Services
 - Organizational Behaviour Case Study With Solution Budget-Friendly Options
6. Navigating Organizational Behaviour Case Study With Solution eBook Formats
 - ePub, PDF, MOBI, and More
 - Organizational Behaviour Case Study With Solution Compatibility with Devices
 - Organizational Behaviour Case Study With Solution Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Organizational Behaviour Case Study With Solution
 - Highlighting and Note-Taking Organizational Behaviour Case Study With Solution
 - Interactive Elements Organizational Behaviour Case Study With Solution

8. Staying Engaged with Organizational Behaviour Case Study With Solution
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Organizational Behaviour Case Study With Solution
9. Balancing eBooks and Physical Books Organizational Behaviour Case Study With Solution
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Organizational Behaviour Case Study With Solution
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Organizational Behaviour Case Study With Solution
 - Setting Reading Goals Organizational Behaviour Case Study With Solution
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Organizational Behaviour Case Study With Solution
 - Fact-Checking eBook Content of Organizational Behaviour Case Study With Solution
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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