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**Tasty catering Case Study**

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### **Tasty Catering Case Study**

Tasty Catering appears to feature work structure, reward mechanisms, and employees as aspects of a highly efficient structure. Tasty Catering formed staff teams to define fundamental principles. The teams agreed on a list of seven, emphasizing ethics, good value, and individual accountability. According to Noe et al. (2017), task design entails determining how the specifics of a firm's tasks will be divided into tasks or team roles. In addition to that, the workers created the business task design function with the company's core values in mind. Employees then committed themselves to ensure the team's work because it was their shared value.

In addition to that, regarding the people element, the business owners had previously embraced a management style focused on controlling, which most workers found problematic. The management changes their approach by encouraging the employees to identify some of the core values that drive their motivation and work performance, hence the seven. Similarly, employees are empowered to make prompt decisions, like witnessed in delivery drivers allowed to waive payment if an order has a problem. The company executives also share knowledge about the company's finances and train employees on how to understand the primary assessment of business performance, making employees understand how their work contributes to its success.

Drawing from the different understanding in the chapter, another way the entity can maintain a high-performance work structure is to embrace technology by integrating it into daily activities like billings and order placement. It enhances employee flexibility, efficiency and reduces turnover (Noe et al., 2017). Given the enormous influence of technology, there is no denying that any business must recognize the problems that arise. In this regard, the leadership of

Tasty Catering should try to identify and address the existing technology gaps and establish a competitive edge in the market while continuing to inspire its employees.

### Reference

Noe, R. A., Hollenbeck, J. R., Gerhart, B. A., & Wright, P. M. (2017). Fundamentals of human resource management.

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