Google vs. Seth Organization:

Google has been one of the first companies to really understand the need for employees to have a flexible schedule and work on their terms to unleash their creativity and a greater level of productivity. They've let their employees explore how they'd like to work and given them the freedom within the environment to approach work in a way that suits them.

Google is just a fun place and doesn't feel like work. That is difficult to achieve in a company where employees often work long days and even weekends. You have instant access to experts in just about every technological field, and the intense hiring process ensures that the huge majority of Googlers are not just smart and capable -- they're also kind and humble. Google is a firm believer in the notion that, happier employees are more productive and creative. Therefore, Google strives to create an environment where employees are free to express their creativity, whether by offering new solutions for the same problems or simply in the way they work.

In fact, Google encourages autonomy. Googlers (nomenclature for Google employees) are encouraged to work in any environment they please, which means they aren't restricted to a cubicle with gray walls and dim lighting.

Instead, employees can decide to work in lounge areas, the cafeteria, in beanbag chairs, or anywhere else. Wherever employees can focus and perform their best is where Google wants them to be.

Seth:

Seth is a Hindi-Urdu word literally meaning rich man or high-status individual. More broadly, being a *seth* is not just about being wealthy or having a high status. It denotes a way of managing people that emphasizes authority, hierarchical distinction and the maintenance of the status quo, allowing for the arbitrary interpretation and implementation of seemingly immutable rules. Under *seth*, workplace transactions are not primarily commercial/economic; they also include a non-cash dimension, reflecting notions of reciprocity and mutual obligations. Therefore, high-status managers and their favourites tend to exhibit an authoritarian paternalism, with a strong sense of entitlement, where subordinates have little authority and are supposed to be 'yes men or women' who do the *seth*'s bidding. a *seth* culture means that there is a clear organizational hierarchy that the enacted appraisal system reproduces; appraisal systems in our focal banks do not operate independently from that hierarchy. Indeed, early-career professionals' most negative perceptions related to performance-management systems. Another characteristic of *seth* culture is the emphasis those in power place on staying in power, potentially resulting in a lack of information sharing and employee involvement in decision making. Another feature of *seth* culture is that it disproportionately favours the 'in group' or close family and friends.

Hierarchical vs. Flat organizational structure

A flat organization refers to an organization structure with few or no levels of management between management and staff level employees. The flat organization supervises employees less while promoting their increased involvement in the decision-making process.

Advantages:

- It elevates the employees' level of responsibility in the organization.
- It removes excess layers of management and improves the coordination and speed of communication between employees.
- Fewer levels of management encourage an easier decision-making process among employees.
- Eliminating the salaries of middle management reduces an organization's budget costs.

Disadvantages:

- Employees often lack a specific boss to report to, which creates confusion and possible power struggles among management.
- Flat organizations tend to produce a lot of generalists but no specialists. The specific job function of employees may not be clear.
- Flat structure may limit long-term growth of an organization; management may decide against new opportunities in an effort to maintain the structure.
- Larger organizations struggle to adapt the flat structure, unless the company divides into smaller, more manageable units.

Hierarchical:

A hierarchical organization follows the layout of a pyramid. Every employee in the organization, except one, usually the CEO, is subordinate to someone else within the organization. The layout consists of multiple entities that descend into the base of staff level employees, who sit at the bottom of the pyramid.

Advantages:

- Employees recognize defined levels of leadership within the organization; authority and levels of responsibility are obvious.
- Opportunities for promotion motivate employees to perform well.
- Hierarchical structures promote developing employees as specialists. Employees may narrow their field of focus and become experts in specific functions.
- Employees become loyal to their departments and look out for the best interest of their area.

Disadvantages:

- Communication across different departments tends to be less effective than in flat organizations.
- Rivalry between departments may inflame as each department makes decisions that benefit its own interests rather than the organization's as a whole.
- Increased bureaucracy often hinders an organization's speed to change. Increased time may be required to respond to clients.
- Salaries for multiple layers of management increase an organization's costs.

Corporate Organization:

Corporate structure refers to how a business is organized to accomplish its objectives. The corporate structure of a business is important because it determines the ownership, control, and authority of the organization. In a corporation, these characteristics are represented by three groups: shareholders, directors, and officers. Ownership belongs to the shareholders. Control is exercised by the board of directors on behalf of the shareholders, while authority over the day-to-day operations is vested in the officers.

- Boards of directors most often include inside directors, who work day-to-day at the company, and outside directors, who can make impartial judgments.
- The top of most management teams has at least a Chief Executive Officer (CEO), a Chief Financial Officer (CFO), and a Chief Operations Officer (COO).

Private Limited Company:

A **private limited company**, or LTD, is a type of privately held small business entity. This type of business entity limits owner liability to their shares, limits the number of shareholders to 50, and restricts shareholders from publicly trading shares.

Requirement for private limited company:

Members: min 2 or max 200 members.

Directors: min 2 directors with DIN (director identification number)

Name: name, activity and private limited company.

Registered office address

Advantages:

Ownership: In a public company, regulation and ownership of shares can be sold to the public on an open market. On the other hand, in a private company, shares can be sold or transferred to other people by the choice of the owner.

Minimum no of stakeholders: For a private company, a minimum number of required shareholders is 2, whereas, for a **public company**, you require a minimum of 7 shareholders.

Disclosing information: A public company is required to disclose their financial reports to the public every quarter, as it will affect public investment; private companies are not subjected to any such compulsion.

There are four main types of private companies: sole proprietorships, limited liability corporations (LLCs), S corporations (S-corps) and C corporations (C-corps)—all of which have different rules for shareholders, members, and taxation.

Non-commercial bodies:

A 'non-commercial body' is a body:

- organised solely for purposes other than profit and operates not for profit
- whose income is used by the body to assist it in achieving its purposes
- that does not provide any of its income for the personal benefit of any officer, employee, member or connected person. Wages, salaries, fees or honorariums for services rendered are not counted as personal benefit.
  A non-commercial body can be in either the public or private sector.

Open and Closed Culture:

"If you don’t manage culture, it will manage you! "

Closed Cultures Value

- Stability / stagnation
- Homogeneity of interests and consensus
- Elite / hierarchy
- Security, order and control
- Individuality, autonomy and competitiveness
- Compliance and free from mistakes

Fallouts:

- **Employee turnover**: people leave bosses, not their jobs.
- **Absenteeism**; higher levels of stress, burnout and mental health issues.
- **Disengaged workforce**: lack of discretionary effort and people actively criticising your organisation.
- **Wasted effort**: duplication, repetition and an impaired ability to learn from mistakes.
- **Poor innovation**: employee silence, learned helplessness and missed opportunities.
- **Resistance to change**: bloody mindedness is the norm and ultimately supported.
- **Inadequate decision making**: the absence of broad, valid and reliable data.
- **Critical incidents**; reputational risks.

Open Cultures Value

- Innovation / disruption and change
- Heterogeneity and diversity
- Equality of chances
- Leadership at the boundary, connecting with system and context
- Collaboration, team accountability and role authority
- Tolerance, learning and a search for truth

Advantages:

- A willingness to speak up and challenge the status quo - a search for continuous improvement.
- Discussing the undiscussables - contentious issues and negative news are shared, well received, explored and acted upon.
- Transparency of communications - messages are not politicised, trite or altered and diluted between the sender and receiver.
- An appetite for truth beyond what is espoused or documented - data is verified.
- Open to change - employees are adaptive, resilient, yearn to learn and take change in their stride.
- Diversity - involvement, participative problem solving and decision making
- Multiple communication channels - messages flow freely between operational people and senior management.

Professionalism:

"**Professionalism is not the job you do, it's how you do the job.** Professionalism involves consistently achieving high standards, both visibly and "behind the scenes" – whatever your role or profession.

1. Professional appearance: Professionals should always strive for a professional appearance, including appropriate attire and proper hygiene and grooming.
2. Reliable: Professionals are dependable and keep their commitments. They do what they say they will do and don't overpromise. Professionals respond to colleagues and customers promptly and follow through on their commitments in a timely manner.
3. Ethical Behaviour: Embodying professionalism also means to be committed to doing the right thing. Honesty, open disclosure and sincerity are all characteristics of ethical behavior.
4. Accountable: Just as a professional accepts credit for having completed a task or achieved a goal, they also are accountable for their actions when they fail. They take responsibility for any mistakes that they make and take whatever steps necessary to resolve any consequences from mistakes. They are accountable and expect accountability from others.
5. Positive attitude: Part of being a professional means maintaining a positive, can-do attitude while working. A positive attitude will improve a professional's overall performance and increase the likelihood of a positive outcome. It will also impact the behavior and performance of others, improving employee morale in the office.

Information Ethics:

Information ethics provides an ethical framework for the information professionals for carrying out various information related works like acquiring, storing, processing and using of information. This has become vitally important in modern times, which has been dubbed as ‘information age’, because of the central role played by information in the socio-economic development of world nations.

Ken Johnson has focused on this connection to identify four tightly interrelated components ((Johnson, 2003, p. 1) of ethical leadership:

- Purpose — the ethical leader inquires reasons and acts with organization purposes firmly in mind.

- Knowledge — the ethical leader has knowledge to inquire, judge, and act prudently.
- Authority — the ethical leader has the power to ask questions, make decisions and act, but also recognize that all those involved and affected must have the authority to contribute what they have toward shared purposes.
- Trust — the ethical leader inspires, and is beneficiary of, trust throughout the organization and its environment.

Ethical decision making:

1. Know the Facts

Before tackling an ethical issue, clearly define the nature of the challenge. Often, it can begin simply with a process, or decision that makes a leader uncomfortable. That's a warning sign. Take the time to explore the issue in detail.

2. Identify the Required Information

You don't know what you don't know. List the information you will need to obtain in order to make an informed decision. Similarly, identify any assumptions being made about the specific ethical dilemma or challenge. A situation can change dramatically once all the facts are known, and making a decision based on incomplete information can be a pathway to disaster.

3. List the Concerns

Now it's time to explore all of the factors that can influence a decision. Who are the people involved in the ethical issue? What are their individual concerns? What are the pertinent laws? Do professional standards and codes of conduct for the specific industry come into play?

4. Develop Possible Resolutions

At this stage, begin looking in detail at potential resolutions and their likely outcomes. This is also an appropriate time to seek counsel from people with knowledge and expertise in relevant areas. Consider creative options that go beyond simple answers.

5. Evaluate the Resolutions

What are the projected outcomes for each potential resolution in terms of cost, legality, and impact? For example, how would **your actions as a business leader** be viewed if they became public? Would a customer or corporate partner still want to do business with a company that made this decision? What would an industry governing board say?

6. Recommend an Action

It's time to decide. Not making a choice is the wrong choice. Business leaders must work through these steps and arrive at a decision if they hope to retain trust among team members, executives, shareholders, and consumers. Any recommendation must also be implemented.

Leadership:

Though different leadership styles can be used at different times in a business, some character traits are important for all leaders:

- **self-awareness** – understanding your own strengths and weaknesses
- **decisiveness** – the ability to make decisions quickly
- **fairness** – treating others with equity
- **enthusiasm** – motivating a team with a positive attitude
- **integrity** – earning the respect of your team
- **knowledge** – keeping abreast of the relevant facts, figures and trends
- **creativity and imagination** – coming up with new and innovative ideas or promoting a workplace that does
- **endurance** – persevering when things go wrong.

There are also characteristics that any successful leader will avoid, such as:

- **poor communication**—leads to misunderstandings, errors and poor tone
- **reluctance to delegate**—leads to resentment and inefficiencies
- **favouritism among staff**—leads to resentment.