# Melonomics Research Project

## Extracted Insights and Research Highlights

1. \*\*Adobe's Check-In System\*\*   
 - Initiative: Adobe replaced annual performance reviews with regular "check-ins," emphasizing feedback and development, not ratings or promotions.  
 - Results: Voluntary attrition decreased by 30% following the implementation, with internal surveys reflecting increased employee satisfaction.  
  
2. \*\*Spotify’s Squads\*\*   
 - Initiative: Spotify organizes engineers into "squads," small cross-functional teams that operate like mini-startups.  
 - Results: This structure enables rapid innovation and high employee engagement, granting teams autonomy over their workflows.  
  
3. \*\*Intrinsic Motivation\*\*   
 - Conclusion: Granting autonomy, fostering a sense of purpose, and facilitating mastery are powerful drivers of business success.  
  
4. \*\*Navigating Power, Politics, and Change\*\*   
 - Source: \*International Journal of Research (IJR)\*  
 - Authors: Matias Andika Yuwono, Lena Ellitan (May 2024)  
 - Insights: This research highlights the role of dynamics, power, political organization, and change in modern management. Holistic management reduces conflict and enhances employee well-being.  
 - Theories: Change management, political influence, and productivity theories stress the importance of addressing resistance and fostering inclusion.  
  
5. \*\*Zappos’ Company Culture\*\*   
 - Core Values: Zappos fosters a strong organizational culture through holacracy, transparency, creativity, and employee happiness.  
 - Training and Development: Comprehensive training programs enhance employee retention and organizational growth.  
 - Key Results: Companies investing in employee development report higher income per employee and improved profit margins.  
  
6. \*\*Organizational Politics: Positives and Negatives\*\*   
 - Source: \*Journal of Business and Psychology\* (2017)  
 - Authors: Erin M. Landells, Simon L. Albrecht  
 - Findings: Organizational politics can be destructive (reactive), a necessary evil (reluctant), or a strategic tool central to decision-making (integrated). Effective use depends on understanding power dynamics and communication structures.  
  
7. \*\*Building Organizational Effectiveness\*\*   
 - Emphasis on ethics, transparency, and collaboration to foster an inclusive and sustainable work environment.  
 - Conclusion: Organizations that manage power and politics constructively create productive, welfare-oriented environments.