Peppercorn Food Company

Team:

COORDINATORS

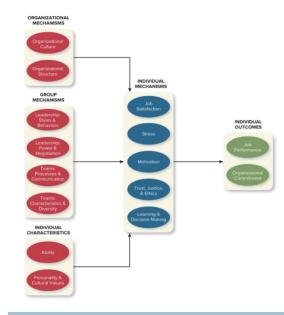
- Peter Guzman
- Ranim Zghab
- Charlie Henriksen
- Will Quast-Villafana
- Ethan Scholl
- Hailey Wright

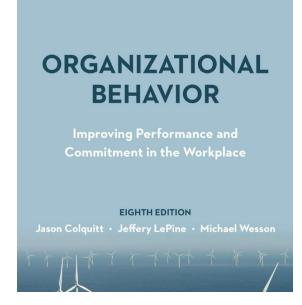


MGMT 3710- "Organizational Behavior"

Executive Summary

- Apply learned concepts from the course and textbook to analyze the organizational behavior of Peppercorn Food Company.
- Highlighting issues specifically relating to employee retention, motivational challenges, and overall workplace culture.
- Ultimately taking all into consideration to provide recommendations and potential solutions to issues, leading to success in business altogether.





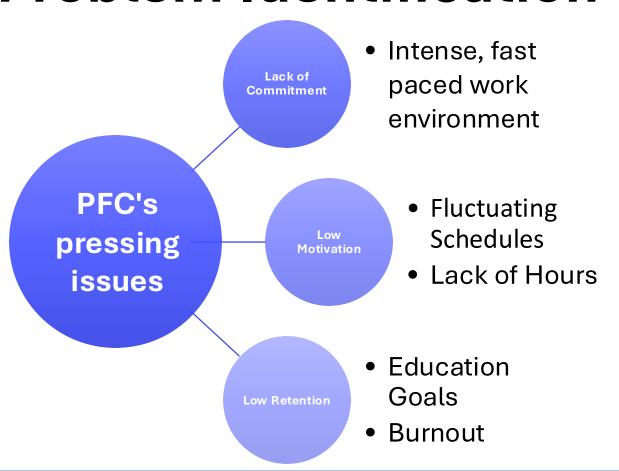




Introduction

- Peppercorn Food Company was Founded on December 20th, 2020.
- Rapidly growing food and catering company offering several services ranging from catering weddings & parties, to a variety of food products & services.
- Selected for unique organizational behavior dynamics due to the variety of services and products that the company provides.

Problem Identification







Organizational Commitment (Ch. 3)

Employee Values

- High Compensation
- Career Growth
- High task variation
- Health Care for management

Affective Commitment

- Being part of a rapidly growing company
- Educational goals leading to turnover

Normative Commitment

- Feelings of duty for the company are weaker
- Employees may feel less obliged to go out of their way for the company

Organizational Commitment

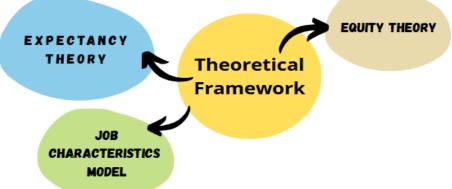
Potential Solutions: Mentorship programs Promote ethical practices Invest into your employees

Motivation (Ch. 6)









Leadership Styles & Behaviors (Ch. 12)

- Decision Informity, Staff Validity, Hierachal Sensitivity
- Hands On Approach
- No one is beneath any task
- Complaints go directly to owner
- Maximizing factors can increase organizational commitment

Organizational Culture (Ch. 16)

- Motivational boost by improving organizational behavior
- Recommendations build long-term growth and employee engagement all a round



Recommendations

- 1. Establish Formal Recognition Schemes
- 2. Manage Stress During Peak Periods
- 3. Strengthen Feedback Mechanisms
- 4. Improve Cross-Departmental Relationships
- 5. Promote Employee Development



Thank You





