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# Peppercorn Food Company

*Team:*

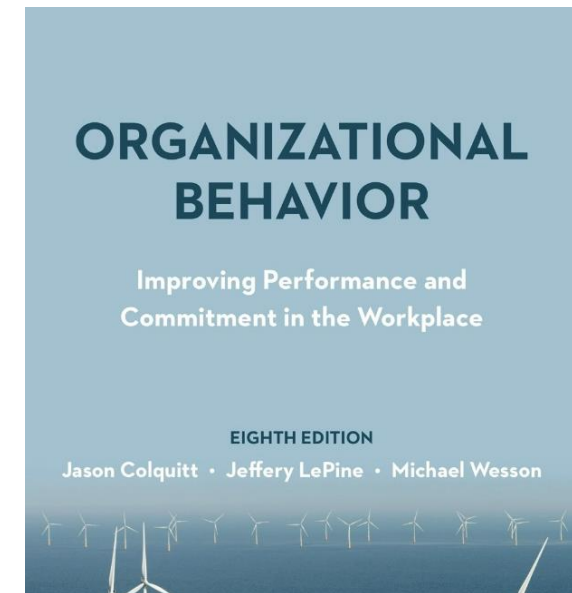
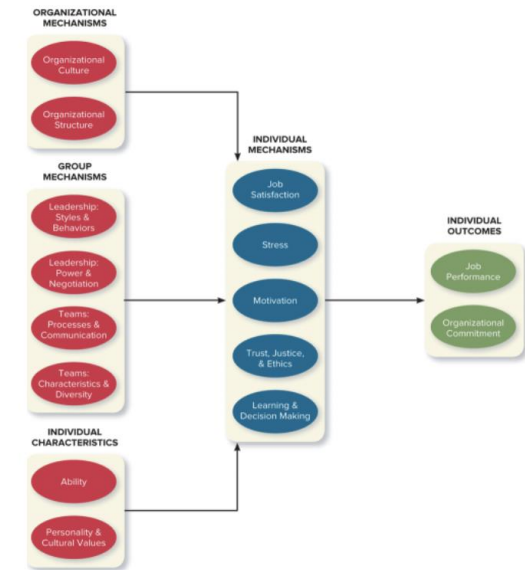
**COORDINATORS**

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



# 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.



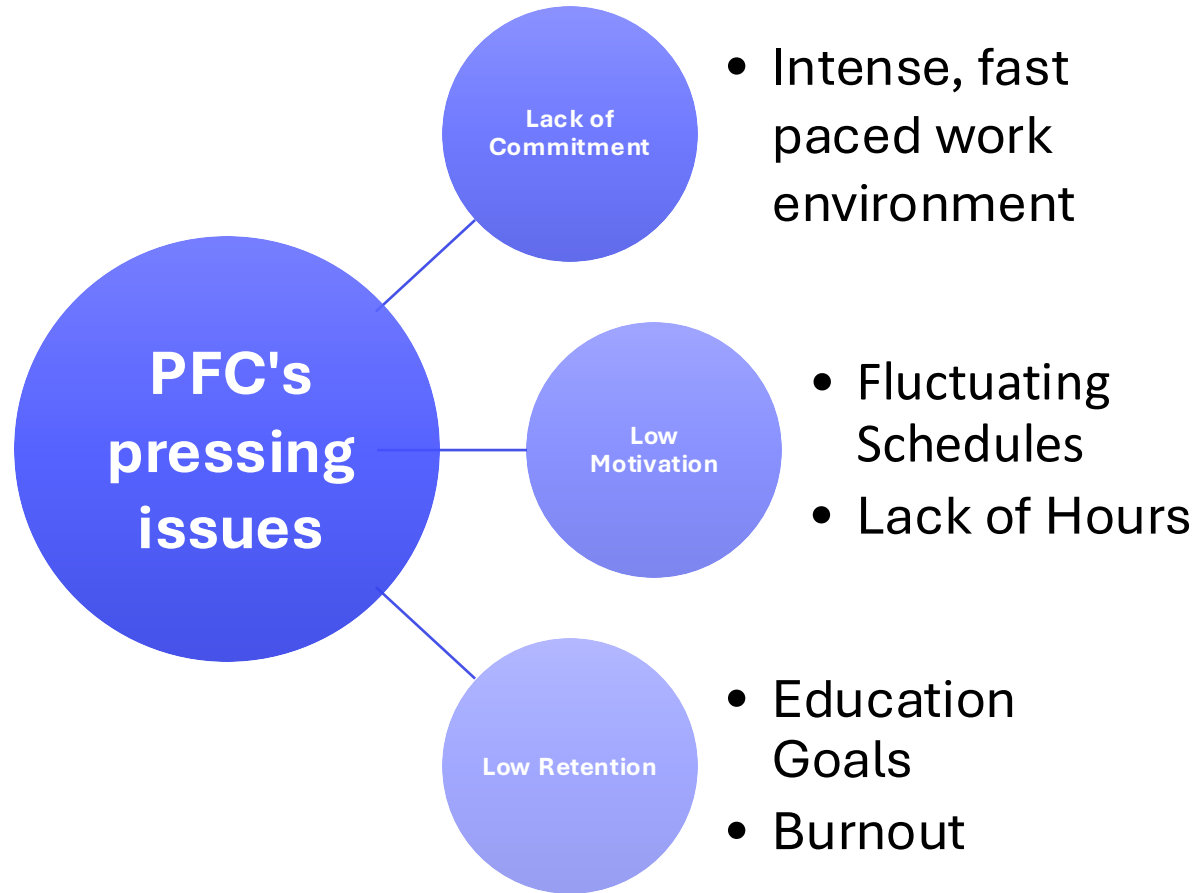
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# Introduction

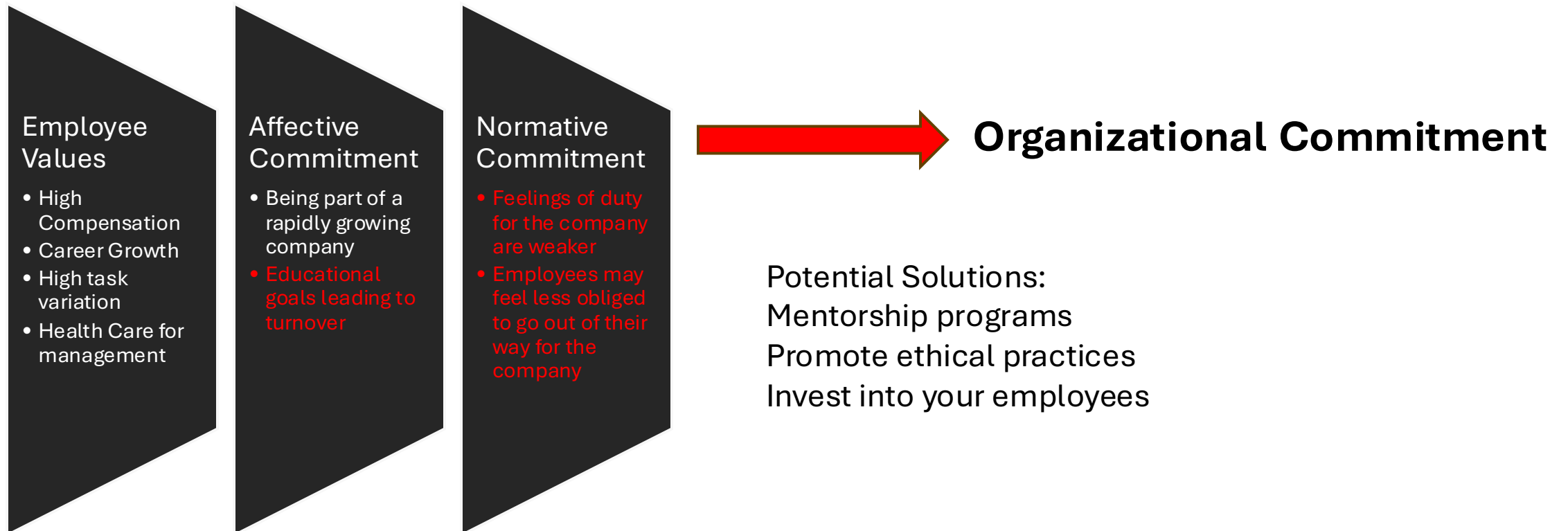
- Peppercorn Food Company was Founded on December 20th, 2020.
- Rapidly growing food and catering company offering several services ranging from catering weddings & parties, to a variety of food products & services.
- Selected for unique organizational behavior dynamics due to the variety of services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



# Problem Identification

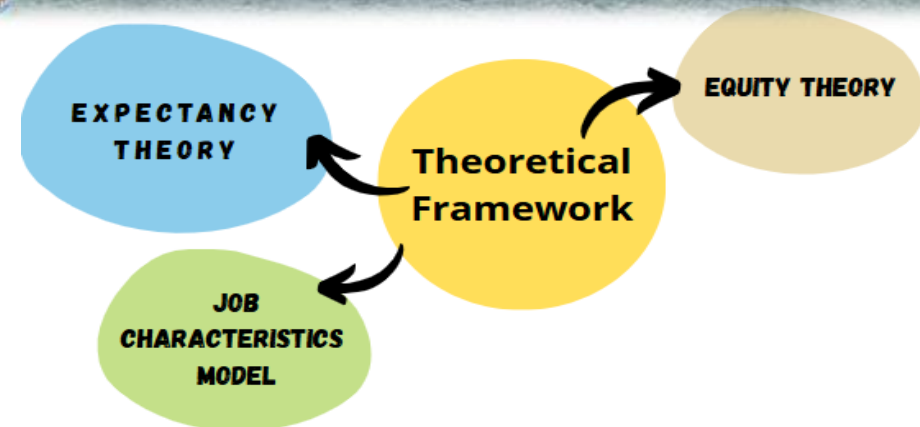
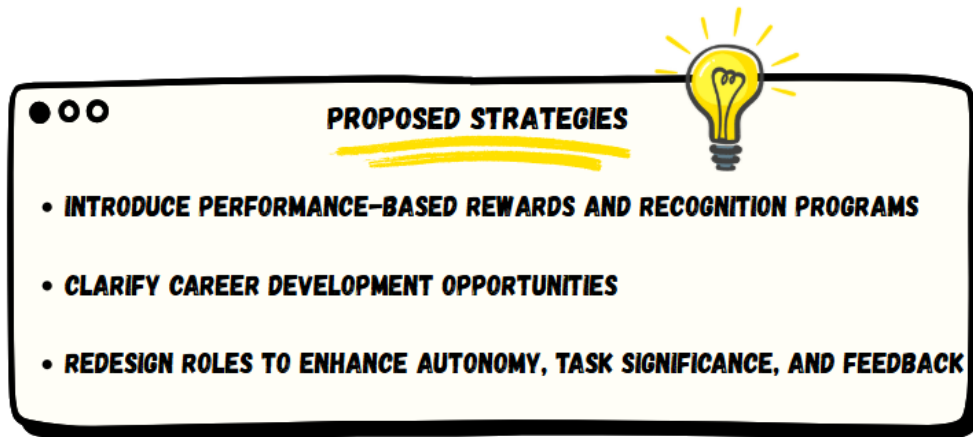
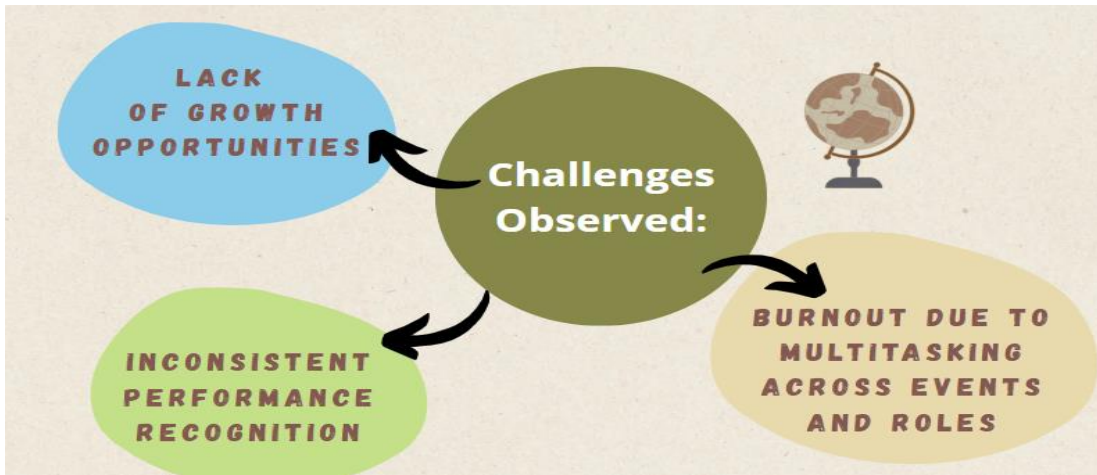


# Organizational Commitment (Ch. 3)





# Motivation (Ch. 6)



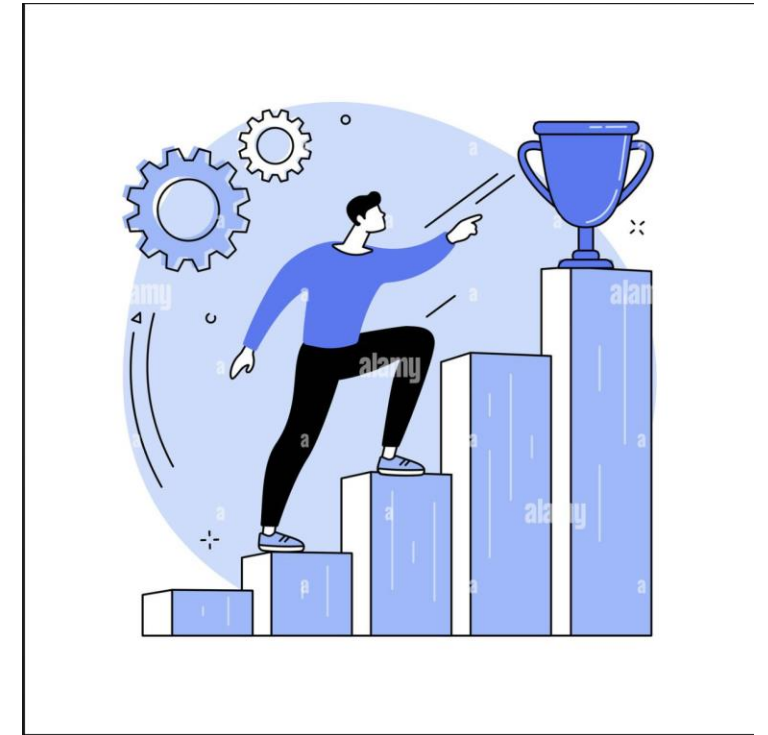
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# Leadership Styles & Behaviors (Ch. 12)

- 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

