

### **Case Study 1: Importance of working environment**

In 2008 when recession struck most of the organization, many people not only lost their job but also the loyalty and belongingness they had from their company. Steve was also one of this many people. Steve had been part of Orange.inc from day one and served ten years, but because of recession Organge.inc had been through some hard times and even after honest efforts from employers and employees they shut down.

Fortunately, Steve work experience had made finding another job fairly easy and he joined Macro Soft Pvt Ltd. The working culture of both the organization is as different as it could get. MacroSoft was a bigger organization than Orange.inc and was structured much more bureaucratically. In MacroSoft no one was allowed to make any sort of decision without getting three signatures from higher up where as in Orange.inc top managers apparently didn't worry too much about who took decision until and unless it is good and beneficial for the organization.

In Orange.inc everybody knew everybody top to bottom, work of each employees were appreciated and recognized but in MacroSoft employees were indifferent to each other. Steve even felt that his peers resent him as he was directly employed at the level which took them years to reach.

Sitting at his desk Steve wonder if perhaps he had made a mistake in accepting the MacroSoft offer without finding out more about what kind of organization it is.

#### **Questions:**

1. What advice you give to Steve for his stay in Macro Soft?
2. Is it possible to find a happy work place?
3. Should management of MacroSoft do something to make new employees feel comfortable or it is not important to see how and what new employees feel about the organization?

# Custom Published Case Studies In Management

**AN Whitehead**



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