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DATE:

FINAL EXAM BUSINESS PARTNER B2



READING

1) Look at the statements below and the article sections about corporate culture. Which section (A–D) does each statement (1–5) refer to? You will need to use some of the letters more than once.

1- something to consider when applying for a job _____

2- the value of encouraging time away from work _____

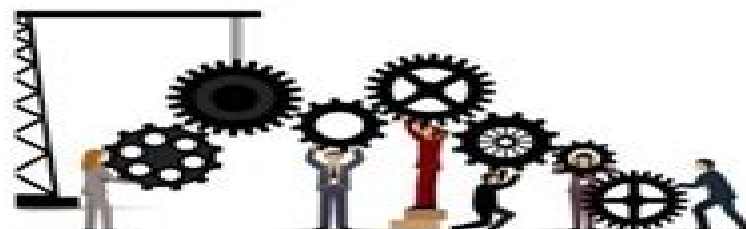
3- the possibility of being dismissed from a job _____

4- a lack of promotion opportunities for staff _____

5- a hi-tech cause of staff demotivation _____

6- an example of an ineffective working environment _____

7- matching staff to the company culture _____



A)

Many companies are now offering their employees sabbaticals in an attempt to retain valuable staff. Due to highly-pressurised work environments and being constantly connected to work via technology, many staff are stressed and tired, leading to illness or dissatisfaction. Ensuring that staff have effective downtime is just as important as meeting work targets. Sabbaticals are one way of getting employees to stay with a company, but if they have to stay in a pressured environment for five years before they qualify for a sabbatical, then the effectiveness of a sabbatical can be extremely limited.

B)

One company thought the answer to retaining experienced staff was to introduce a sabbatical programme, but it was unsuccessful. The company offered excellent training for new managers and engineers, but over 50 percent left once they had completed their training. Surprisingly, although salaries were not as competitive as those of rival companies, they were not the main issue. During staff exit interviews, they indicated that the main problem was that there were no clear career development paths. In fact, some older staff had been in the same position for twenty years.

C)

Corporate culture is something that many potential employees do not pay enough attention to when researching a company. The corporate culture can make a company great to work for or a nightmare. Someone could have all the right qualifications, but might not fit into the work environment because the culture is alien to them. Management therefore needs to clarify exactly what kind of behaviour is expected of their staff and they need to 'walk the talk' themselves, i.e. they need to be models of that behaviour.

D)

Unfortunately, some companies have a culture of fear where staff are too worried about questioning anything for fear of losing their jobs. To most people it's obvious that this would not lead to effective working practices. Sadly, the root of this fear comes from the top, the people who should be setting a positive example. If leaders behave in an unacceptable manner, it impacts on everyone within the organisation. Unnecessary anger or outburst from a leader will demotivate even the most optimistic and enthusiastic of staff.

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