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IMPACT OF STRATEGIC MANAGEMENT STRUCTURE TO INCREASE EMPLOYEE'S EFFICIENCY

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ABSTRACT

Strategic management can contribute to an atmosphere of trust, support and safety in teams by encouraging members to feel engaged, energetic and enthusiastic about the work. If members of a team start to be distressed, mistrustful and nervous, then the team climate will mirror this. To create trust managers must also encourage employees to take risks and rely on each other (Grant, 1996). In this Article we will go through the definitions of meaning of employee's efficiency, The Three Elements of Employee's efficiency Strategic, Employee's efficiency the strategic management, Impact of strategic management structure to increase employee's efficiency.

KEYWORDS : Strategic, management, structure, increase, employee's efficiency.

INTRODUCTION

strategic of time safety

A true culture of safety is possible when there is true leadership and an organizational commitment to safety. Your timely intervention on safety issues brought to you will be crucial at the initial stage of the implementation. Staff members must see your stamp in all areas of the safety behaviors skills that are implemented (Grant, 1996).

The letters in the words *time* and *stamp* have special meaning for safety.

Table 2: TIME Safety Behavior Skills for Frontline employee's efficiency

T= Think	Before embarking on anything, take a few moments to think.
I= Inspect	Use two to three seconds to inspect all of your steps. Are they appropriate?
M= Modify	Correct yourself or the action if you think there is a reason for modification.
E= Execute	When you are sure that all stones have been turned and all steps have been verified as correct, go on and execute.

Table 3: STAMP Safety Behavior Skills for Leaders (Helfat, 2002)

S=Stop	It is very important for both the leader and the staff to take time to stop and regroup when it comes to safety.
T= Take a deep breath	Everyone must know how to take a deep breath when feeling stressed or overwhelmed.
A=Assess	The group must assess and reassess the program, the steps, and actions already put in place.
M= Modify	If there is doubt, the team should find ways to adjust those areas that require modification.
P= Perform	After the assessment and modification have been done and are confirmed to be okay, then the team can go on and perform the acts or approve the actions.

The leadership's openness and its desire to communicate and demonstrate the importance of a safe culture to the survival of the organization will go with a long way toward inculcating safe

behaviors and a culture that values learning, reporting, and equal justice among employees (Heikkilä, 2006).

Focus on employees Satisfaction to build Customer Satisfaction

(Hemmer, 1998) said that: when the manager is looking after the needs of his organization, his company will have the ability to contest another companies. Your client will value you company according to what they see regarding to your behavior reactions and how much you respect your employees.

(Henri, 2006a) said that: when the worker is feeling pleased this will reflects the inside of people. The manager should know how to let the worker express his feeling in the company, this will lead to a good relationship and contentment between the worker and his manager.

(Paulus, 2000) said that communication is the best way to create a successful company.as discussed in the previous chapters that communication is the foundation for a successful company.it is good not to be the one who talks a lot without letting other understand, to point directly on your idea and make sure it is well understood.

It is very important for you to explain in clear terms what you mean and what you want people to do. It is also a good practice to ask for feedback on what you have said.

The Three Elements of employee's efficiency Strategic

Employee's efficiency is long term, focused on strategic direction and requires thought about issues of employee's management, power and control; managing involves medium-term planning and clarification of objectives; while coaching is the day-to-day business of close interaction with strategic management. These three approaches to ensuring strategic management effectiveness are all essential components of the strategic management leader's work. Below we discuss each of these manager elements in turn, beginning with the skills of employee's efficiency strategic (Garengo, 2009).

Employee's efficiency involves creating a real strategic management rather than a strategic management in name only. When managers are asked about the extent of strategic management working in their organizations, they sometimes respond 'We're all one big strategic management here' and this may be in organizations of

hundreds through to thousands of employees! It is heartening when there is a positive and supportive atmosphere in organizations but that is not the same as strategic management working.

Employee's efficiency requires timing interventions appropriately to help the strategic management succeed. Strategic are most responsive to leader interventions at the beginning of their life, when they have reached a half-way point in their work, when they reach a natural break in their work, or when the 'product' has been produced or a performance period has ended (Gersick, 1988, 1989).

The employee's efficiency and ways of communicating for team works that are defined and approved by interactions, experience, and organizational values by (West, 2002):

1-the team is group of persons cooperate to do the same job , and each one has his own responsibilities.

2-team task means the existing of interaction between members, according to the responsibilities and the capacity for each person to work on.

3-the experience and the force of creativity of leader will make the work and the results better, also the importance of employee's efficiency this experience precise his ability to lead the subordinates and make them on the right path, by advising and giving them the suitable instructions and the help to face any difficulties during the work.

Creating an atmosphere of trust, support and safety

The best way they can do this is to model trust they. Managers should specify clearly for the team what they are required to do and then trust them to find the best ways of achieving that (specify ends but not means). Managers must provide employees with support when they want it of course, but must show clearly that they trust the team to do the job and does it well. Managers should encourage employees to take risks with each other too. We trust when we find we can take risks. Managers can emphasize that employees share the same fate; they must trust each other if they are to achieve the goal. By encouraging open, honest communication between employees, managers can help employees to see that they share the same values in their work (Garengo, 2012).

Managing the team for efficiency and productivity

The second element of the employee's manager role is managing: making sure employees are clear about the objectives of the team, their roles in the team and their objectives. Managing a team involves ensuring that team objectives, employees' roles and employee's efficiency have been established and are regularly reviewed, and also making certain that formal feedback about team performance is given to employees. Managing involves ensuring employees are clear about how well they are performing (Tjosvold, 2008).

1-Managing the team means setting clear shared team objectives

The team has to negotiate its specific objectives linked to the overall compelling direction the manager has set. The manager must ensure that there is a high degree of fit and consistency between organizational objectives, team direction and team objectives. A

statement of those objectives must be laid down in a form that makes the work of the team clear both to it and to others within the organization, and enables the success of the team to be evaluated (Schippers, 2007) .

2-Managing the team means clarifying the roles of employees

The team manager must manage by ensuring that the role of each team member is clear to all. It is important that each team role is, in part at least, unique to that person, important to the team's work, and contributes to the achievement of team objectives (Garengo, 2009).

3-Managing the team means developing individual roles

For effective team functioning, individual roles and tasks should be seen by employees as meaningful, whole pieces of work, giving them opportunities for growth and development and the exercise of skills (Hackman and Oldham, 1976).

CONCLUSION

In summary, the use of measures in the key managerial processes target setting, strategic management evaluation, and incentive setting enhances a firm's dynamic capabilities. With a greater focus on using measures, the ability of the organization to identify and then exploit opportunities increases. In particular, the use of measures in company in target setting, strategic management evaluation, and incentive setting facilitates to purposefully align employees towards strategic objectives. Management should understand that in order to retain customers; they must have satisfied employees that are happy in their work and comfortable in their working environment, and all of that will open the path in front the company to gain more money and increase its profit. Hypothesis 01: There is no relationship between employee's motivation and Strategic Management.

In combination with the line of arguments of the previous hypothesis, the use of measures increases strategic alignment of employees which in turn is likely to lead to higher firm strategic management.

Hypothesis 02: There is no relationship between employee's productivity and Strategic Management.

In sum, smaller firms are likely to have a lower need for the use of measures, possess fewer capabilities to exploit benefits and have higher opportunity costs for measuring and analyzing.

Levesque and McDougall (1996) defined employee's efficiency as an overall customer attitude towards a service provider, management and employees are one entity that works together to get higher profits from the customers. Moreover, employees are considered the main key to get these customers into the company and for that reason; management should satisfy its employees in the first place because they are the key to attract customers to the market.

Hypothesis 03: There is no relationship between employee's efficiency and Strategic Management.

According to Garengo, (2012), TIME Safety Behavior gives their strategic clarity about the authority they have to do the work (and the limits of this authority) and give them clear, helpful feedback on strategic management performance".

Hypothesis 04: There is no relationship between time safety and Strategic Management.

(Paulus, 2000) said that the relative costs for the use of

measures are likely to be associated with firm size. Performance appraisal becomes more onerous when firm size is small. Measuring and analyzing data results in higher opportunity costs which might ultimately harm success factors such as innovativeness. For example, one hour of measuring past strategic management could be invested in one hour of production or business development.

Hypothesis 05: There is no relationship between performance appraisal and Strategic Management.

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