

SHARE

2017-1-ES01-KA202-038240

MODULE 5. Impact of the of shared and participatory management model on the companies of the metal sector

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Learning objectives:

Verify the impact of shared and participatory management model has on the different dimensions of the reality of the companies from the metal sector.

Competencies:

- Identify the impact of the of shared and participatory management model on the workers of the sector.
- Identify the impact of the of shared and participatory management model on the companies of the sector.
- Identify the impact of the of shared and participatory management model on clients.
- Identify the impact of the of shared and participatory management model on the community of the sector.

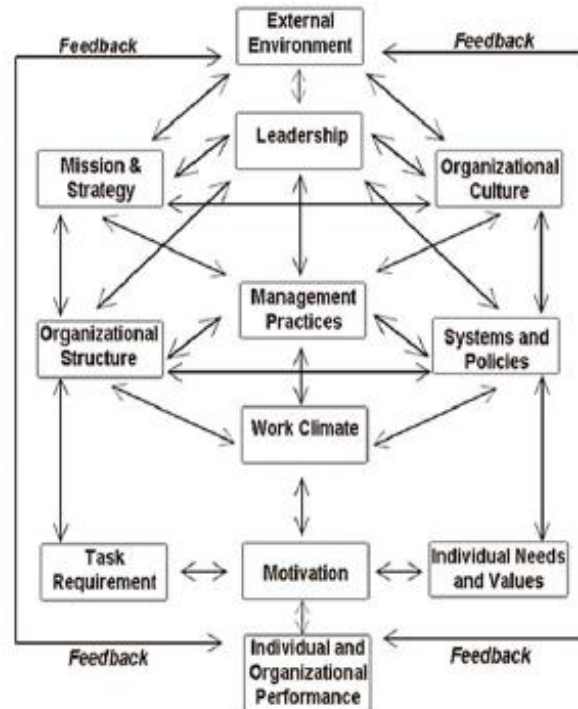
Abilities and attitudes:

- Ability to distinguish with critical thinking the impact on different dimensions of the company.
- Ability to identify the impact produced according to indicators.
- Ability to evaluate such impact from a multidimensional and multi-level approach.

Units

- 5.1. Impact of the model on the worker.
- 5.2. Impact of the model on the company.
- 5.3. Impact of the model on the client.
- 5.4. Impact of the model on the community.

IMPACT OF SHARE RESPONSIBILITY *Burke and Litwin's Model*



1. External Environment

- Enabling public policy
- Civil society pro-activity
- Growing market

2. Mission and Strategy

- Strategic relevance enhancement
- Stakeholder engagement
- Strategy operationalization

3. Leadership

- Leader awareness building
- Leader involvement
- Visionary guidance

4. Organization Culture

- Constructive sense-making
- Value institutionalization
- Organizational learning

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6. Management Practices

- Multi-level leadership
- Clarity building

7. Work Unit Climate

- Multi-directional support
- Employee involvement

8. Systems (Policies and Procedures)

- Competence building
- Communication
- Self-regulation

9. Task Requirements and Individual Skills/Abilities

- Employee recruitment
- Employee orientation
- Self-efficacy building

10. Individual Needs and Values

- Person-organization fit assessment
- Value transformation

11. Employee Motivation

- Self-actualization
- Recognition

12. Individual and Organizational Performance

Transformational factors

Mission and strategy
Leadership
Organization culture

Transactional factors

Managemental practices
Organizational structure
Systems and polices
Work climate
Task requirement
Motivation
Individual needs and values

5.1. Impact of the model on the worker

- shared compassion (SC),
- shared vision (SV),
- shared overall positive mood (OPM).

5.2. Impact of the model on the company

- associated with the overall well-being of the organization
- decentralizing decision making to organizational units
- increases feelings of task and project ownership across the organization
- collective form of control
- greater flexibility in terms of the ways available to match the implementation of complex new tasks with appropriate rewards

5.3. Impact of the model on the client

- influence into customers' emotional responses and perceptions of service quality
- customers can be viewed as “partial employees”
- positive emotions generated in social exchanges

5.4. Impact of the model on the community

- Participation of companies in social activities and community welfare
- company to minimize or eliminate harmful influences and maximize long-term beneficial impacts on society

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