### Organizational Efficiency

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**Introduction**

REMEC Defense and Space is a security company that was founded in the late 1998 and because of its exclusive nature it became a giant with regards to working in the field of security. One of the major advantages of working for REMEC is that there is an excellent level of job security. The disadvantage linked to the company is having a compensation package that is lower according to industry standards. This paper analyzes the organizational culture of REMEC Defense and Space company as well as issues that adversely affected its productivity leading to its failure.  
**Current Corporate Culture**

According to (Naqshbandi, Kaur, & Ma, 2015) the REMEC Defense and Space Inc. did indeed have a good working environment. This is because the company performed its duties accordingly such as performing tests through the use of analog, R.F, and digital measuring equipment, power meters, modulated signal sources, continuous-wave, and oscilloscopes.

The company did have an old school system of management that is best described as outdated and not up to speed with today’s work ethic. The manufacturing engineer mentioned that the work culture and the management style being used resulted in high turnover rates especially with the employees working in the engineering department. There is a recognizable pattern that is no career path is offered for hardworking employees. At the same time, the benefits package is little and limited work perks.

However, there are emerging issues that affected its corporate work culture. The problem arises in the corporate culture of REMEC where there was a lack of innovation and lack of accepting new ideas.

**Lack of Strategic Management**

There was a lack of strategic management as REMEC company did not maximize on its growth potential and therefore did not make future plans to generate more opportunities. Due to the lack of organization structure, it was difficult to develop an effective long-term strategy. Areas in which REMEC failed to put into consideration include marketing, accounting, production, and information technology. From the outside, it looks like a great company to work for but, once you get your foot in the door that was a 180-degree turn. It is very political inside the company does not matter which section you worked at or how long you work there. Also, it was mostly impossible to get promoted and move up in the company.

**Reduced Productivity**

After the introduction of smartphones, the world went digital. Kodak failed to create an effective employee appraisal system at forester strategic management creativity that would allow for the company to gain more opportunities. This obviously led to the problem of reduced employee morale. By the act of having a poor organizational structure, REMEC experienced a major reduction in productivity, and this led to a decline in the growth potential (Ax, & Greve, 2017). An illustration of this is where the employees it did not matter where you worked or how long you have been or what position you were in there unless you knew the right people it was completely impossible to get promoted and or moved up in the company. Also, you needed to know the right people in the company, and you had to rub shoulders with the right people. But, in the end, they really did not care about the employees they cared more about pushing out the product more than employee cohesion.

**Areas of Weakness**

One of the areas of weakness facing REMEC Defense and Space company is that its future plan had not been carefully laid out and this led to attacks on the segment from various competitors (Elsbach, & Stigliani, 2018). One area of weakness that is identified by this analysis is an investment in research and development that is of significant value in this type of business. Although the REMEC company had a high spending capacity in the industrial trends in Research and Innovation, the company did not have the capacity to outshine its competition in areas of innovation and technology.

Another problem that can be identified according to the corporate culture is the need for new patterns of employee appraisal and more involvement in innovation. Looking at the scale of expansion as well as the different geographical positioning of the company, REMEC needs to devote more resources and put more money into technology integrated processes. It is because of these gaps that make products being sold by the REMEC company to lack innovations and choice. This provided competition and added advantage.   
 **Proposed Solutions**

There is an opportunity for REMEC Defense and Space to embrace new market insight and gain employee satisfaction and loyalty. Investing in new equipment such as virtual reality would open up a new sales channel for REMEC company. This company could in a few years gain more opportunities through identifying its employee’ needs and serving those specific needs with efficiency.   
Studies of trends in consumer behavior could be another way that the REMEC company would follow in order to achieve its mission’s goal and objectives. Consumer trends are of significant value for REMEC company as new segments could be used in adding more income streams through diversification practices (Elsbach, & Stigliani, 2018). The added advantage of embracing new technology is the opportunity for REMEC to embrace different practices and different pricing strategies for the market.

**Conclusion**

In brief, this paper analyses the organizational culture of REMEC Defense and Space Inc. The problem that is identified is that REMEC did not provide its employees with a good rewarding system and lacked the potential of building their careers. Also,lack of strategic management was realized as REME company did not maximize its growth potential and therefore did not make future plans in order to generate more opportunities. There was reduced productivity as well as the strong competition that made it hard for REMEC to outshine its competition which led to reduced productivity. A proposition in organization culture is that REMEC could embrace different practices and strategies to diversify its portfolio and adapt to new demands of the market.

**References**

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