

Organizational Structure

XMGT/230 Management Theory and Practice

### Organizational Structure

Jasman Cleaning Services is a small business in Hawaii. My father just currently open the business and it is very successful. Our company follows the organizational structure because it is important to handle everything the correct way. Even though the company is privately owned, we still have a structure we have to follow to allow the business to become more successful.

I use to work for Temptation, a jewelry company, and a very small business in South Jersey. The organizational structure is very common to Jasman Cleaning Services, but they share different values. For example, our company is more successful in protecting employees and customers. On the other hand, Temptation only cares about how many jewelry pieces they sell each day. Also, Temptation's organizational structure does not make sense because the human resources department does not have any authority to fix company problems.

As a new company, Jasman Cleaning Services house four individual help that does marketing, finance, and accounting. They work under the supervisor since the supervisor is in charge of collecting data from the company's sale. The supervisor needs to be in contact with every cleaning member in the company because our supervisor is in charge of reporting to the owner and the accounting office. Even though our business is small, we still manage to keep the organizational structure active.

Our manager work under the supervisor of the company to ensure that every work order is completed. They make sure that the cleaning members are doing what they are supposed to and completing our memo checklist. The memo checklist is provided by the supervisor and handed to the manager. The manager need to make sure that all of the

work orders and memos are completed on a certain date or time. If the manager fails to do his/her job the cleaning business will be in turmoil. If the work order is not completed the realtor that owns the residence will not pay the company the full invoice. There are certain dates that our employees need to complete the work orders because of future tenants.

Jasman Cleaning Services have operation teams that are responsible of taking care of the company's supplies. The operation team is my grandparent's job because they are able to bargain cleaning supplies for a very small price. They work in the cleaning industry for a very long time and they have a lot of connections. The operation team is not only in charge of supplies, but how it is used. They make sure that they give proper training to using the cleaning supplies for safety reasons. Jasman Cleaning Services ensures that the employees are safe from any dangerous substance. Our company is dedicated in protecting our workers because without them, our company would not be successful.

We have a human resource department that is very active when it comes to company problems. They make sure that each employee is able to work, and resolve any problems between the company and employee. Jasman Cleaning Services also hires psychologist each month to help with employee problems. It is important to make sure that our employees have a fresh mind each month since the job could be very busy. Also, the human resource department offers babysitting because we understand the employees can have a very hectic schedule. Most of our employees are in the mid 30's and they have kids under 10 years old. If we invest money in our employees, our company will thrive.