Post-bureaucratic and structure-less organisations. Paper details n this graded discussion, I will look at post-bureaucratic and structure-less organisations. First, review the materials in the following Cases: Case study 1: Oticon: A classic case of a post-bureaucratic firm is Oticon, a Danish hearing-aid designer and manufacturer. The company is in an industry where the technological sector of the environment demands constant technical innovation and development. To do this, many aspects of structure were removed, including walls and job titles. Rather than their work being structured by bureaucracy, workers were free to wander, both physically and figuratively, and attach themselves to specific projects within the company.) also watch https://www.youtube.com/watch?v=PnAcDsEPLyw where Oticon CEO Lars Kolind explains his management philosophy in comparison with more traditional hierarchical structures: Case study 2: Valve : ( I have attached a pdf also use https://www.jorgdesign.net/article/view/20152/18612) Case study 3: Accenture: In case we saw how Accenture redesigned their performance review system to minimise the bureaucratic burden of the previous system. Although Accenture has not become post-bureaucratic to the extent of Oticon or Valve, it is worth reviewing this material from Unit 1 to see how the negative effects of one aspect of bureaucracy, the performance review, have been identified by Accenture and redesigned in a more flowing way that allows the creativity and innovation of workers to be less stifled. Revisiting Accenture also allows us to see how post-bureaucratic methods are applied to specific aspects of human resource practice. This theme is continued in our next two cases. Case study 4: Netflix: You will be familiar with the television streaming service Netflix. Like Accenture, it has redesigned performance reviews to be less bureaucratic and has also addressed other HR issues such as removing fixed holiday allowances. Case study 5: Virgin offers employees unlimited holidays: This final case of post-bureaucratic organisations develops concentrates further on the 'unlimited' holiday policy which we saw at Netflix. A similar policy at Richard Branson's Virgin Group headquarters drew a lot of media attention when it was announced. Unlimited holiday seems to be the ultimate in post-bureaucracy, eliminating a procedure that is found in most organisations. The write-up: Now look through the cases we have compiled. All the cases show attempts to create post-bureaucratic organisations ‒ either across the whole organisation, or by addressing one specific area of bureaucracy such as holidays or performance reviews. Drawing on these cases, and any examples from your own experience (I’m in Dubai and working in Manufacturing of AC units), please write a post about the effectiveness of post-bureaucracy. You may like to consider the following: • In what ways have these organisations reduced bureaucracy? • Why do you think they have done this? For example, what problems did they have with bureaucracy, or what advantages do you think they hope to gain from removing bureaucracy? • How do the organisations deal with specific HR functions such as pay, performance management, and recruitment and selection? • Can you see any problems or disadvantages from removing bureaucracy from the organisations? • Can the organisations completely remove bureaucracy, or are there examples where they still rely on it? When writing your post, you should provide supporting evidence (references to books, articles, websites, etc.) to defend your choices. Remember to use the Harvard Referencing System. When replying to your peers, you should provide a constructive critique of their posts and provide additional viewpoints for consideration. \*\*\* Please provide me 3 critical questions for my peers that would have similar posts