Case Study: Trader's Joe

Name

Institutional Affiliation

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Trader Joe's, a food store uses a little space in their store but earns more from the customers. The company came up with the best-prepared foods for different diets, coupled with the best shopping experience including a small range to choose from to avoid confusion. Employees are the first to taste their foods to gain information about what they sell to the customers (Bien, Schermerhon, & Osborn, 2013). The company was forced to sign an agreement with CIW to during fair food campaigns that as they tried to keep off the media. Following these issues and other management styles, Trade Joe's success lies on a few issues of management. This paper identifies Trade Joe's organizational behavior including the management process, new employee situation, and international ownership risks.

Management Practices

Trader Joe manages the employees in a way above par for most companies and makes them realize the value of proper performance after a long time. The employees have advanced knowledge about the products to serve the customers. With the improvement in performance, the employees deliver their best. Such proper services demand that the employees stick in the companies (Stokes et al., 2016). The beast way to keep the employees is by the excellent compensation that they earn from Trade Joe's that is above what other people make in other companies. This is one way to their success.

Management Process: Planning, Organizing, Leading, and Controlling

There are plans to give the best from the contact with their customers, and the time a product stays in their stores. The strategy then includes a unique branding to ensure customers remain attracted to it. Trade Joe’s then complete this by maintaining a steady stock. Such a strategy does away with the client's dilemma who then chooses from a small variety.

New Employee Situation

A new shift manager should first understand the culture of operations in the company to understand employees’ commitment to service delivery. In doing so, giving commands to some idle workers who are not doing the right thing is a good step to realizing proper management. As a new manager, there are risks she should not take like being too bossy to different employees. Such a move can be confusing to the employees and lead to improper service delivery. Changing the roles should only come later after the new manager understands the ability of each employee.

International Ownership: Biggest Risk for Employees

The risk for employees in foreign ownership arises from the changes in business laws that can force the company to withdraw its services from America. Such changes can render workers jobless. Also, the management styles and culture differences can be the decision of the owner and make it difficult to cope with. Employees should be wary of any of these changes.

Conclusion

In conclusion, Trade Joes combines several management practices, plans and controls its business. The company considers its business as a core management style and improves the business by ensuring the employees understand the operations practices, writes the right improvement plans and avoids the media. Their employee compensation keeps them high above the others. Together with this is a steady stock that the company continues to give customers easy time. A new manager coming in should not change the management styles and roles swiftly as this can confuse employees. To avoid many surprises, the employees should keep their eye on the changing dynamics of the work that can render them jobless or change cultures.

References

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Stokes, P., Moore, N., Rowland, C., Scott, P., & Smith, S. M. (2016). *Organizational management: Approaches and solutions*. London, U. K: Kogan Page.