

Nicely Niche Holidays

Scenario 1: Business structure and pay

Core: Business context, people and business behaviours
OS: PO1, PO3 and PO5

Connect activity

Working in pairs

- You will be given two envelopes. One will have the different organisational types and the other will have the definitions.
- In pairs, you will be required to place the definition with the corresponding organisational type.
- Draw each structure.
- Be prepared to share your answers.

Lesson intentions

- Identify different organisational structures and how they impact organisational working.
- Analyse ways in which organisations ensure that they have the right people to meet their business aims through various employment channels
- Identify the methods and approaches to verify the types of job roles needed within an organisation.

Task 1

Organisation structure

Scenario 1

Business structure and pay

Some line management responsibilities are allocated at Nicely Niche. However, as they are a small, family-run business, there are often times when everyone has to take on additional responsibilities, especially when there are large-group bookings. When the Covid pandemic hit in 2020, all holidays had to be cancelled due to travel restrictions. This resulted in Nicely Niche having no income flow and no money to pay salaries and overheads. The office was forced to close, so the team initially worked from home to manage customer enquiries and cancellations. Once it became clear that the lockdown would continue for some time and that working practices would change in the future, the organisational structure and employee pay had to be modified.



Organisational structure

In pairs, discuss:

- Which organisational structure is currently in place at Nicely Niche?
- Should the organisational structure change due to the changes in circumstances, and which structure best fits those changes?
- Is everyone equal now that each person is taking on additional responsibilities?
- Who would be placed on top?

Draw your new structure and justify your decisions.



Task 2

Employment options

Employment options

Using the employee profile cards and the information in the case study, answer the following;

How should the type of employment contract that each employee has, be modified to fit with the new organisational structure that you are implementing?

The options you should consider are on the following slide.



Employment options

Identify at least two benefits and two limitations for each type of employment to justify your choices.

- Permanent
- Freelance
- Self-employed
- Zero-hour contract



- Full-time
- Part-time
- Outsourced/agency
- Consultant
- Fixed term / temporary

Task 3

Pay review

Pay review

In groups of three or four

Scenario: You have been given a grant of £80,000 by the government to deal with having no income flow during the Covid lockdown.

In groups of three or four, decide how and where the money be spent:

- Who will you keep on their existing salary and who will be furloughed?
- Whose contract will change? Why?
- Will you need to outsource? Why?
- Use the employee profile cards to help you to decide.



Task 4

Presenting

Presentations

Working in groups of three or four

You have been employed as a consultant tasked with reorganising the business.

Create a 5–10-minute presentation to show Mikael how he should modify the organisational structure, what types of employment contracts should be implemented and how he should spend the pay grant. Your decisions need to be fully reasoned and justified. What impact will the changes have? Remember that this is a family business.

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