Strengths Of The JP Morgan Chase Bank

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Introduction

This section presents the various aspects that boost or pull behind the performance of JP Morgan Chase Bank. The strengths and weaknesses hail from internal affairs, while the opportunities and threats result from the external environment. The opportunities present a bright future if the company takes advantage of them. On the other hand, the company cannot do anything to change the threats presented but can strive to avoid their negative impact on the organization. The company has all the control over the internal aspects, which are the strengths and the weaknesses. Therefore, it could use the strengths available to perform better and improve the weaknesses to improve the performance position.

Leading

The organization has the advantage of having long-serving leaders in place. This provides a rich background for their ability to serve well in the organization. The rich experience from the various subsidiaries enhances a rich basis of information on which to make decisions. Therefore, effective and suitable decisions can be made at the organizational level (Grant 2016). Experienced leaders present a competitive advantage to the organization in comparison to other companies that have less experienced leaders.

Controlling

High level of technical know-how

The bank applies some of the highest levels of technology to manage its operations. The technology is, therefore, efficient and enhances a better performance of the employees. In addition, the management of the entire organization is easy as it can be controlled from a central point. Loopholes possibly being induced by some stakeholders are detected from the central point, and corrective measures are induced immediately.

Planning

The organization also applies the strategic planning aspects regarding the overall management. The vision and mission of the bank are all connected to the strategic plan of the bank to ensure that the set objectives are attained. Planning works well for the organization in the establishment of the path to follow at all times. The future is therefore predicted in good time. Due to having in place the plan for the operations of the present and future, the level of conflict is minimized. Therefore, processes flow smoothly, enhancing the attainment of better results in the long run.

Weaknesses Of JP Morgan Bank

Leading

The bank management lacks an effective motivational system for the employees. For this reason, many of the employees remain in their workplaces for the salary and not out of their own will. For a long time, the organization has concentrated on the profit maximization intention. It has then forgotten about the need to keep the employees rewarded in a fair manner. As a result, the rate of employee turnover has been quite high all along, lowering the productivity of the organization. This results in a reduction in profitability.

The bank also portrays a failure in the communication system. As much as there is an existing means of communication, it is not effective for the organization. In many cases, communication flows from the top to the bottom. Therefore, the operations take place as a result of instructions offered by the leaders to the employees. However, there is a faded chance for the employees to give feedback to the top leadership. As such, they feel alienated and only work under pressure (Lidstone & MacLennan 2017). Communication is fundamental to the performance of the organization. Two-way communication is therefore needed to enhance better performance across the board.

Over the years, there have been cases of gender insensitivity in leadership roles. Many of the leaders of the organization are men. Therefore, the organization does not have a fair platform on which the employees receive promotions. As a result, there is laxity on the side of the employees who feel discriminated against, leading to a drop in the rate of productivity.

Controlling

The organization has poor controlling techniques. The organization has on record that it applies the TQM quality control techniques. However, this remains to be a theory as implementation has not been attained fully. In some instances, the old technology still applies in the conduction of operations. In this regard, sufficient follow-up is not done to ensure that such techniques are put in place (Paton & Johnston 2017). Most of the employees also lack the expertise to operate under such procedures

imposed on them. Therefore, they underperform due to lack of the necessary skills.

Planning

It is quite commendable that the bank has a planning strategy to cater to the future needs of the organization. However, the top leadership does not involve the lower-level employees in significant decision-making. This creates an impression of “us against them” in the normal operations of the organization. As such, the employees feel alienated from the organization and the significant decisions. They think that they are not part of the decisions made (Goworek & McGoldrick 2015). As the level of motivation is minimized, the employees’ productivity is also at its minimum, consequently lowering the profitability.

Opportunities

The macro-environment presents various opportunities for JP Morgan Bank.

Demographic Forces

The population keeps on increasing from time to time. Like any other business, the ability to sell more depends on the number of potential customers coming up. As the population increases from time to time, the market for banking services also rises, creating an excellent opportunity for the company.

Political Forces

The political goodwill regarding the expansion of business has been improving with time. Better rules and regulations have been set for enabling a good environment for business (Wheelen, et al., 2017). The bank could do well if it takes advantage of such factors.

Technological Forces

The level of technology also keeps on improving from time to time. Currently, the rate of improvement is quite high. Therefore, the company could do better in the future if it invests sufficiently in such technology. Better technology would enable the organization to serve the customers faster and also offer high-quality services.

Economic Factors

The economy is predicted to improve with time. Therefore, the living standard of people is anticipated

to improve, allowing them to have more for investment. This is an opportunity that the bank ought to capture and utilize to achieve better results in the future.

Threats

Porter's forces model represents the various threats that the organization faces in the future.

Buyer Power

The buyers continue to have more bargaining power compared to the companies. This is because they have a choice presented by the many banking institutions at their disposal. To convert this into an opportunity, the organization could differentiate its products and services.

Threat Of Substitution

Other communication companies are continuously replacing the services offered by the bank. The bank, therefore, faces the threat of closing down if it fails to catch up (Johnson 2016). Catching up with the relevant technology would convert this threat into an opportunity.

Competitive Rivalry

The competition in the banking sector is quite high. Many banks are in place, and others are coming up. Therefore, the bank faces the threat of losing some of its customers to other operators.

Recommendation And Conclusion

It is evident that JP Morgan has an equal share of strengths, weaknesses, threats as well as opportunities. The company ought to maximize its strengths to capture new markets and retain the current market. On the other hand, it should convert the weaknesses into strengths. For instance, it should induce a better motivational program for the employees to boost their productivity. Also, the top leadership ought to have in place a better communication procedure that allows feedback from the employees. The organization should also take advantage of the opportunities presented by the external environment and evade the threats to survive and do well in the future.

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