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Presentation on Introduction to Management and Organizational Behaviour

Content Index:

**What we'll
discuss today**

- About company
- Problems
- Issues to be solved
- Recommended solutions

About Codify IT company

Codify IT Company is one of the largest IT companies that operates in Uzbekistan and majorly works on contracts of developing software solutions for business in Uzbekistan.



SERVICES

1 CHEAP SERVICE

2 HUMAN RESOURCE
CAPITAL

3 INTERNATIONAL
EXPERTS



ISSUE #1



**STANDARDS OF COOPERATION WITH CLIENTS:
LOCAL OR INTERNATIONAL**

CONSEQUENCES:

#2: LACK OF
MOTIVATION



#3: POOR
PERFORMANCE



REQUIRED CONSULTANCY IN THE FOLLOWING ISSUES:

- 1. Motivation schemes**
- 2. Leadership style**
- 3. Position suggestions based on personality**
- 4. Organizational structure**



1. MOTIVATION SCHEMES





You don't motivate individuals. You provide them with an environment to be selfmotivated. It is a personal decision, but it's management's job to provide the right environment.

Kathy Schofield, Director of Human Resources, HCF Bank

Hygiene Factors

- Salaries, Wages & other Benefits
- Company Policy & Administration
- Good interpersonal Relationships
- Quality of Supervision
- Job Security
- Working Conditions
- Work/Life Balance

When in place, these factors result in...

- General Satisfaction
- Prevention of Dissatisfaction

Motivator Factors

- Sense of Personal Achievement
- Status
- Recognition
- Challenging/Stimulating Work
- Responsibility
- Opportunity for advancement
- Promotion
- Growth

When in place, these factors result in...

- High Motivation
- High Satisfaction
- Strong Commitment

"A research conducted on 124 employees from Malaysian electronic industries found that the employees' intrinsic and extrinsic motivational elements varied somewhat. Therefore, businesses should modify their operations and processes to appeal to employees' intrinsic and extrinsic motivational needs."

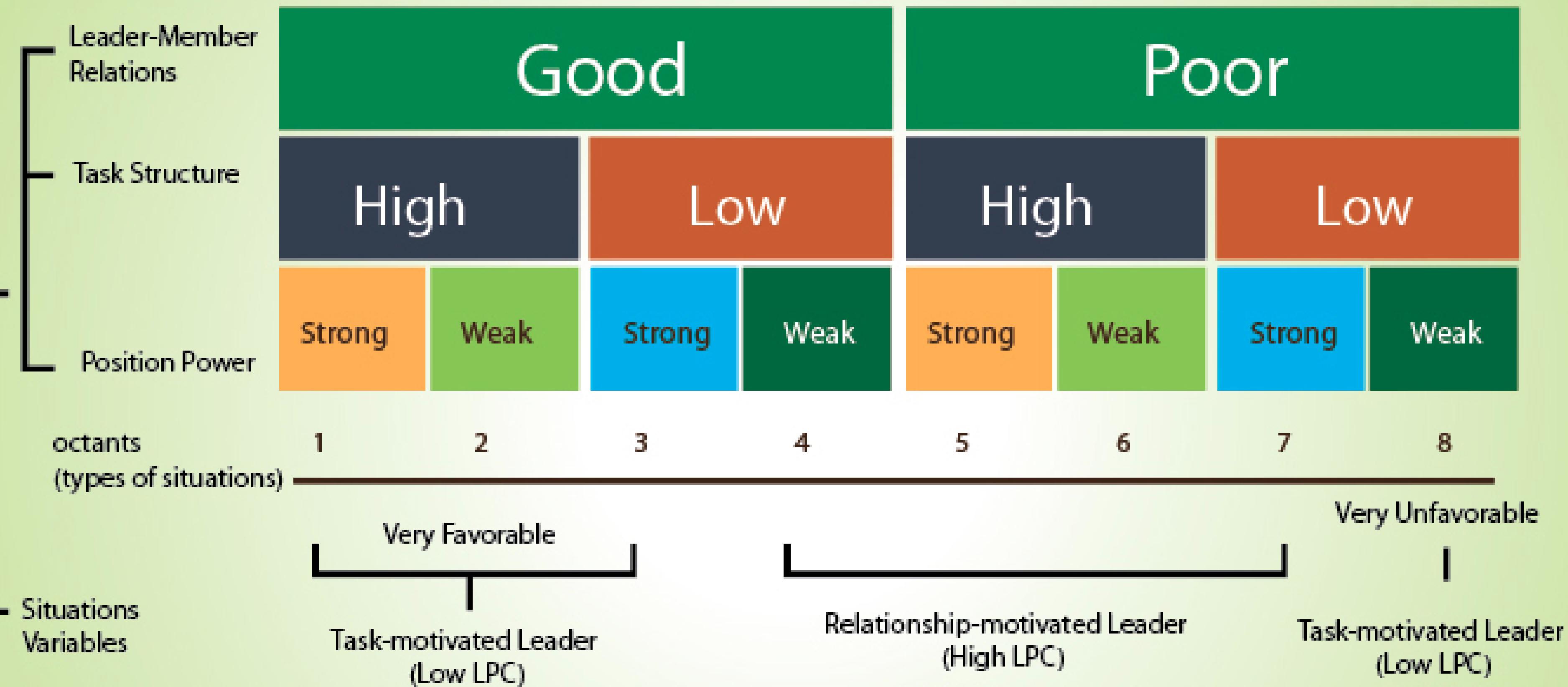
(Fauziah, W. and Tan, 2013)

Extra motivational suggestions:

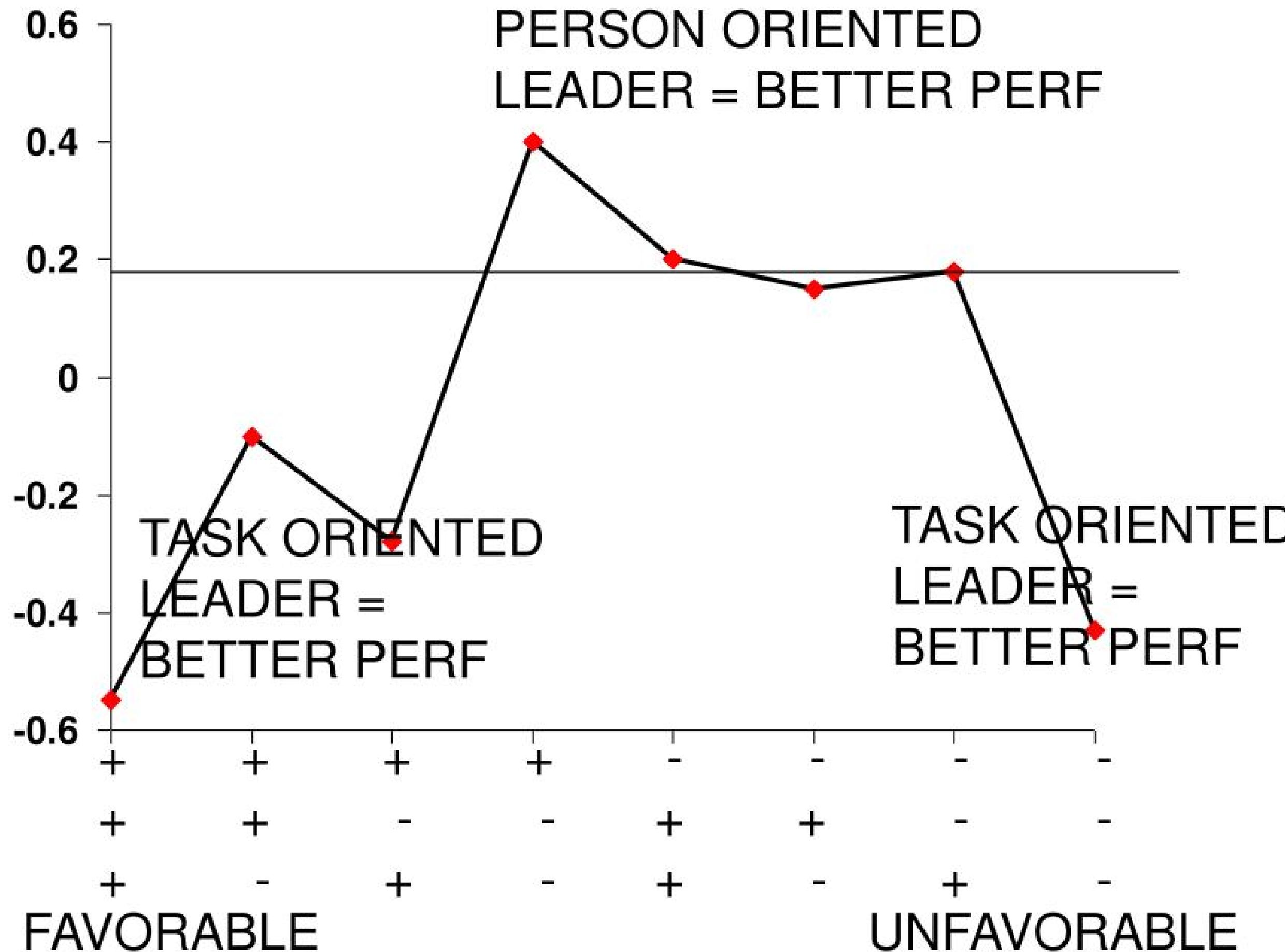
- 1. Team gatherings (holidays, birthdays, employee's promotions)**
- 2. Positive reinforcement for excellent performance**
- 3. Bringing in the trappings of foreign staff culture**

2. LEADERSHIP STYLE (using Fred Fiedler's Contingency Theory)

Fiedler's Contingency Theory



FIEDLER'S CONTINGENCY THEORY



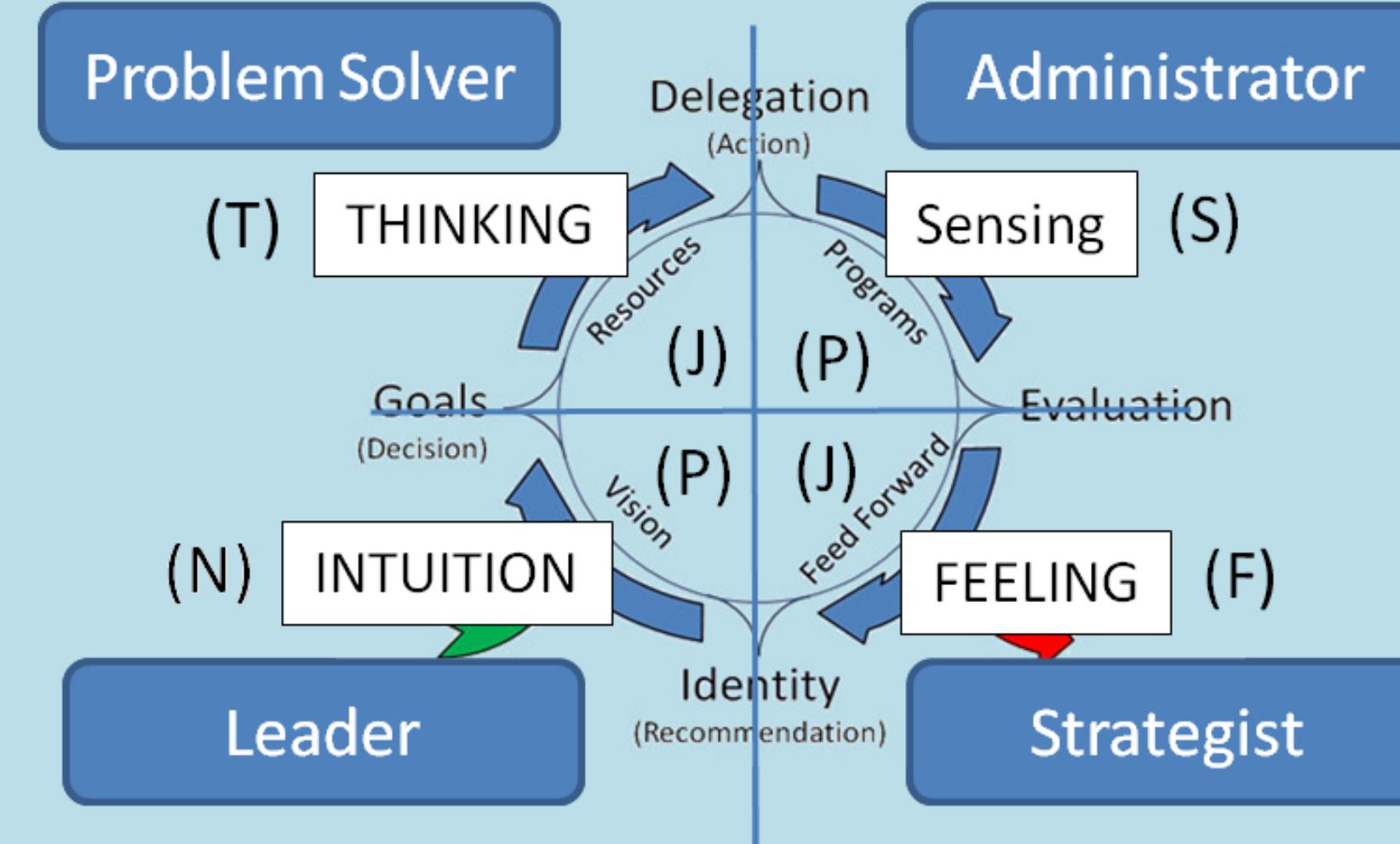
Leadership scheme to be applied:

- > Research on the manager's type of motivation
- Needed type: relationship-oriented manager
- > If the current one is of different type, explain what is requiered or hire someone else.



2. Personality theory: MBTI

- 1. Eliminates conflict**
- 2. Improves communication**
- 3. Improves Teamwork**
- 4. Plays to Strengths**
- 5. Encourages Self-Reflection**



EXTROVERT

Acts to organize the outer world of people and things.

(E) ←→ (I)

INTROVERT

Acts to organize the inner world of ideas and concepts.

SENSING

Uses the senses to gather facts about a situation.

(S) ←→ (N)

INTUITION

Uses the imagination to see what can be done about a situation.

THINKING

Decides logically on the results of any particular action.

(T) ←→ (F)

FEELING

Decides the impact of a given action on the basis of personal feelings (i.e. values)

PERCEIVING

Are flexible, spontaneous, want to understand and adapt to life.

(P) ←→ (J)

JUDGING

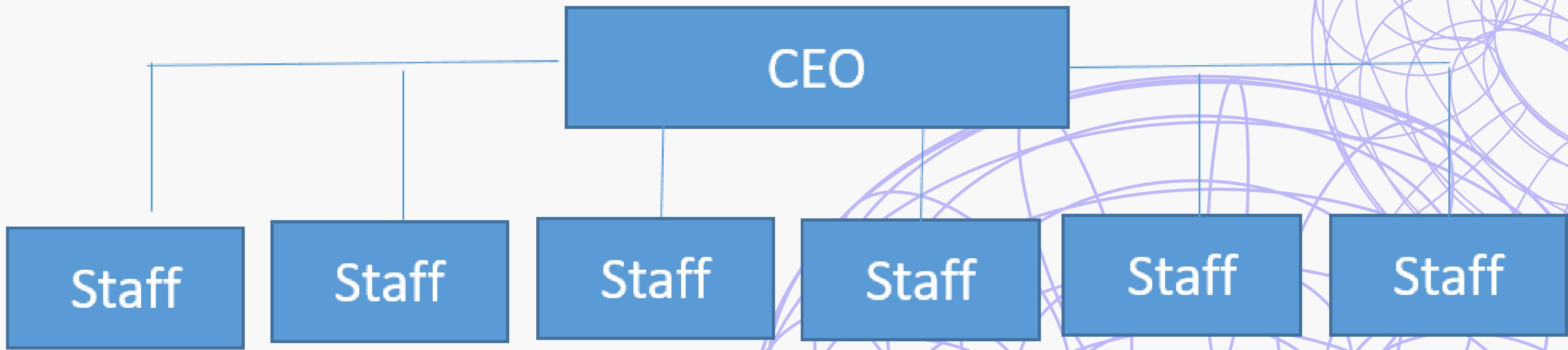
Are critical deciders who want planned and orderly lives.

ISTJ "DOING WHAT SHOULD BE DONE" Organizer • Compulsive Private • Trustworthy Rules 'n Regs • Practical MOST RESPONSIBLE	ISFJ "A HIGH SENSE OF DUTY" Amiable • Works Behind the Scenes Ready to Sacrifice • Accountable Prefers "Doing" MOST LOYAL	INFJ "AN INSPIRATION TO OTHERS" Reflective/Introspective Quietly Caring • Creative Linguistically Gifted • Psychic MOST CONTEMPLATIVE	INTJ "EVERYTHING HAS ROOM FOR IMPROVEMENT" Theory Based • Skeptical • "My Way" High Need for Competency Sees World as Chessboard MOST INDEPENDENT
ISTP "READY TO TRY ANYTHING ONCE" Very Observant • Cool and Aloof Hands-on Practicality • Unpretentious Ready for what Happens MOST PRAGMATIC	ISFP "SEES MUCH BUT SHARES LITTLE" Warm and Sensitive • Unassuming Short Range Planner • Good Team Member In Touch with Self and Nature MOST ARTISTIC	INFP "PERFORMING NOBLE SERVICE TO AID SOCIETY" Strict Personal Values Seeks Inner Order/Peace Creative • Non-Directive • Reserved MOST IDEALISTIC	INTP "A LOVE OF PROBLEM SOLVING" Challenges others to Think Absent-minded Professor Competency Needs • Socially Cautious MOST CONCEPTUAL
ESTP "THE ULTIMATE REALIST" Unconventional Approach • Fun Gregarious • Lives for Here and Now Good at Problem Solving MOST SPONTANEOUS	ESFP "YOU ONLY GO AROUND ONCE IN LIFE" Sociable • Spontaneous Loves Surprises • Cuts Red Tape Juggles Multiple Projects/Events Quip Master MOST GENEROUS	ENFP "GIVING LIFE AN EXTRA SQUEEZE" People Oriented • Creative Seeks Harmony • Life of Party More Starts than Finishes MOST OPTIMISTIC	ENTP "ONE EXCITING CHALLENGE AFTER ANOTHER" Argues Both Sides of a Point to Learn Brinksmanship • Tests the Limits Enthusiastic • New Ideas MOST INVENTIVE
ESTJ "LIFE'S ADMINISTRATORS" Order and Structure • Sociable Opinionated • Results Driven Producer • Traditional MOST HARD CHARGING	ESFJ "HOST AND HOSTesses OF THE WORLD" Gracious • Good Interpersonal Skills Thoughtful • Appropriate Eager to Please MOST HARMONIZING	ENFJ "SMOOTH TALKING PERSUADER" Charismatic • Compassionate Possibilities for People Ignores the Unpleasant • Idealistic MOST PERSUASIVE	ENTJ "LIFE'S NATURAL LEADERS" Visionary • Gregarious • Argumentative Systems Planners • Take Charge Low Tolerance for Incompetency MOST COMMANDING

"As a result of the study conducted on total of 7083 participants, it was confirmed what was predicted, showing that some personality types were more likely to advance than others. This study proved what that Extraverts with their social comfort and friendliness and Intuitive types with their focus on the "big picture" had a higher likelihood of promotion. Similar to this, Feeling personality types who may have relied too heavily on emotional rather than intellectual criteria while making decisions were slower to advance". (Furnham, A., & Crump, J., 2015)

4. Organizational structure:

FLAT & ORGANIC



"Good organizational structure does not by itself produce good performance. But a poor one makes good performance impossible, no matter how good the individual managers may be."

(Drucker A. , 1995)

Reasons for structure type:

1

Small size of
chain control

2

Poor internal
relationships

3

Long decision-
making process

Advantages:

ELEVATED EMPLOYEE
RESPONSIBILITY



LESS MIDDLE
MANAGEMENT

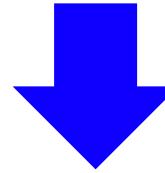


FAST DECISIONS

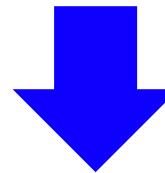
HIGH
EFFECTIVENESS

Bonus suggestion:

International Manager (Head manager)



Local Manager



Employees

Reference list:

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3. Furnham, A., and Crump, J. (2015). The Myers-Briggs Type Indicator (MBTI) and Promotion at Work. 6, pp. 1510-1515, Psychology. Available from <http://dx.doi.org/10.4236/psych.2015.612147> [Accessed on 30 October 2022].
4. Nixon, B. and Pitts, G., (1991). *W.H. Smith Develops A New Approach to Developing Senior Managers*, pp. 3-10. Industrial and Commercial Training.

Do you have any questions?