

Assignment 02

Principle of Management



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[My turn to be manager|Click here PDF to this is present|](#)

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Conduct research and identify a new or emerging management theory. Do you think the new theory will have an impact on future management practices?

Answer:

One new or emerging management theory is called "Empathic Management". It is based on the idea that leaders should develop their empathy skills in order to understand and connect with their employees. This approach suggests that by being more in tune with the emotional experiences of others, leaders can build stronger relationships, improve communication, and create a more positive work environment.

It is believed that Empathic Management has the potential to have a significant impact on future management practices. This is because the theory is based on the premise that employees are more likely to be motivated, engaged and productive when they feel understood and supported by their leaders. By fostering a culture of empathy, leaders can improve employee satisfaction, reduce turnover, and create a more resilient and adaptive organization.

Overall, Empathic Management offers a fresh perspective on leadership that emphasizes the importance of emotional intelligence and human connection. Its emphasis on empathy and emotional intelligence aligns with the growing recognition that these skills are crucial for success in the modern workplace. As a result, it is likely that Empathic Management will continue to gain momentum and influence in the coming years.

Can scientific management principles help you be more efficient? Choose a task you do regularly (such as laundry, fixing dinner, grocery shopping, studying for exams, etc.). Analyze it by writing down the steps involved in completing the task. See if any activities could be combined or eliminated. Find the “one best way” to do this task. And the next time you have to do the task, try the scientifically managed way! See if you become more efficient (keeping in mind that changing habits isn’t easy to do).

Answer:

yes, scientific management principles can help increase efficiency in various tasks, including working out.

Here's an example of how scientific management principles can be applied to working out:

Identifying the steps involved:

- Setting workout goals
- Selecting a workout routine
- Preparing for the workout (e.g. warming up, gathering equipment)
- Completing the workout routine
- Cooling down and stretching
- Tracking progress

Combining or Eliminating Activities:

- Combining the steps of preparing for the workout and completing the workout routine into one step by incorporating warm-up exercises into the routine itself.
- Eliminating the step of tracking progress if the individual feels confident in their ability to track their progress through physical changes.

Finding the "One Best Way":

- By selecting a workout routine that incorporates multiple muscle groups and incorporating strength and cardio exercises, the individual can maximize their workout efficiency and achieve their goals.
- Performing the same workout routine consistently can help the individual develop a routine and avoid distractions.

Applying scientific management principles to working out can help increase efficiency and effectiveness, leading to better workout performance and progress towards personal fitness goals. However, it's important to keep in mind that everyone's fitness level and goals are different, and what works best for one person may not work for another.

How do business organizations survive for 100+ years? Obviously, they have seen a lot of historical events come and go. Choose one of these companies and research its history: Coca-Cola, Procter & Gamble, Avon, or General Electric. How has it changed over the years? From your research on this company, what did you learn that could help you be a better manager?

Answer:

I will research the history of Procter & Gamble (P&G).

Procter & Gamble was founded in 1837 in Cincinnati, Ohio. Over the years, the company has transformed itself several times to remain relevant and competitive in a rapidly changing business environment. Some of the key changes in the company's history include:

- Expansion into new markets: P&G has consistently expanded its operations into new markets and product categories to diversify its business and reach new customers.

- Innovation: P&G has a long history of innovation, from introducing new products and technologies to improving production processes. The company has always been focused on staying ahead of the curve and adapting to changing market conditions.
- Strategic partnerships and acquisitions: P&G has made strategic acquisitions and partnerships over the years to gain access to new markets, technologies, and capabilities.
- Focus on sustainability: In recent years, P&G has been focusing on sustainability and corporate social responsibility, including reducing waste and emissions, sourcing materials responsibly, and improving the lives of its employees and communities.

From my research on Procter & Gamble, I learned that the key to the company's success has been its ability to adapt and evolve over time. By being flexible and proactive, P&G has been able to remain relevant and competitive for over a century. This could help managers be more effective by encouraging them to:

- Be proactive: Managers should stay ahead of the curve by anticipating changes in the business environment and making adjustments accordingly.
- Be flexible: Managers should be open to change and willing to adapt their strategies and processes as needed to stay relevant and competitive.
- Embrace innovation: Managers should foster a culture of innovation and experimentation, encouraging their team to bring new ideas and approaches to the table.
- Focus on sustainability: Managers should be aware of the impact their organization has on the environment and communities, and work to minimize any negative effects while promoting positive impact.

Overall, the history of Procter & Gamble shows that a willingness to adapt and evolve, combined with a focus on innovation, sustainability, and strategic partnerships, can help organizations remain relevant and competitive for many years to come.

Pick one historical event from this century and do some research on it. Write a paper describing the impact this event might be having or has had on how workplaces are managed.

Answer:

The COVID-19 pandemic has had a profound and widespread impact on workplaces across the world. The pandemic has forced organizations to quickly adapt to new ways of working, as they navigate the unprecedented challenges posed by the pandemic. Some of the key impacts of the COVID-19 pandemic on workplace management include:

- Remote work: The pandemic has accelerated the trend towards remote work, with many organizations rapidly moving to remote work models in order to protect the health and safety of their employees. This has required managers to develop new strategies for leading remote teams and communicating effectively with employees.
- Health and safety: The pandemic has also raised new health and safety concerns for employees and customers, requiring organizations to implement new protocols and procedures to minimize the risk of transmission.

- **Workforce management:** The pandemic has led to a significant increase in the number of employees who are working from home, requiring managers to develop new strategies for managing their workforce and ensuring that employees are productive and engaged.
- **Technology:** The pandemic has emphasized the importance of technology in enabling organizations to continue operating despite the challenges posed by the pandemic. This has resulted in a significant increase in investment in technology, as organizations look to enhance their capabilities and improve their resilience.
- **Employee wellness:** The pandemic has had a significant impact on the mental and emotional wellbeing of employees, as they deal with the stress and uncertainty of the pandemic. Managers must be aware of these issues and take steps to support the wellbeing of their employees.

In conclusion, the COVID-19 pandemic has had a profound impact on how workplaces are managed, forcing organizations to rapidly adapt to new ways of working and new challenges. Managers must be proactive, innovative, and focused on employee wellbeing in order to navigate these challenges and maintain the resilience and competitiveness of their organizations. The pandemic has highlighted the need for organizations to be agile and adaptive, and has emphasized the importance of technology, workforce management, and employee wellbeing.

Come on, admit it: You multitask, don't you? And if not, you probably know people who do. Multitasking is also common in the workplace. But does it make employees more efficient and effective? Pretend you are the manager in charge of a loan-processing department. Describe how you would research this issue using each of the following management approaches or theories: scientific management, general administrative theory, quantitative approach, behavioral approach, systems theory, and contingency theory.

Answer:

As the manager in charge of a loan-processing department, I would research the issue of multitasking using each of the following management approaches or theories:

- **Scientific Management:** To research the impact of multitasking using scientific management, I would conduct time and motion studies to determine the most efficient method of processing loans. This could involve observing employees as they work and measuring their performance, with the goal of identifying areas for improvement.
- **General Administrative Theory:** To research the impact of multitasking using general administrative theory, I would conduct an analysis of the loan-processing department's policies, procedures, and organizational structure to determine if multitasking is having an impact on overall efficiency. This could involve interviewing employees and conducting surveys to gather feedback and insights.
- **Quantitative Approach:** To research the impact of multitasking using a quantitative approach, I would collect and analyze data on loan processing times, errors, and other metrics to determine if multitasking is impacting the department's performance. This could involve using statistical analysis and data visualization tools to gain insights into the relationship between multitasking and performance.

- Behavioral Approach: To research the impact of multitasking using a behavioral approach, I would observe the behavior of employees as they work, and gather feedback from employees on the effects of multitasking on their performance and wellbeing. This could involve conducting focus groups and individual interviews to gather qualitative data on employee perceptions and experiences.
- Systems Theory: To research the impact of multitasking using systems theory, I would analyze the loan-processing department as a system, including inputs, processes, outputs, and feedback mechanisms. This could involve mapping the process flow of loan processing, and analyzing data on performance and efficiency to identify areas where multitasking may be impacting the overall system.
- Contingency Theory: To research the impact of multitasking using contingency theory, I would consider the unique circumstances and constraints of the loan-processing department, and evaluate the effectiveness of different approaches to multitasking based on these factors. This could involve experimenting with different methods of managing multitasking and assessing the results to determine the best approach for the department.

Overall, using a combination of these approaches would allow me to gain a comprehensive understanding of the impact of multitasking on the loan-processing department, and make informed decisions on how to optimize performance and efficiency.