**Assignment 02**

# Principle of Management



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**Section:** A

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## [My turn to be manager|Click here PDF to this is present|](https://drive.google.com/file/d/16m_X3GLp7nwV_Ej9SFgKvmtebEiJU7oX/view?usp=share_link)

Write in your own words! If you are facing any problem feel free to ask for help from [Dr. Mohammad Pervez Mughal](mailto:mohammad.pervez@umt.edu.pk)

## 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 the "Humanistic Management" theory. It is a holistic approach that takes into account the well-being and fulfillment of employees, stakeholders and the environment.

Humanistic management theory advocates for an ethical and values-driven approach to management, where leaders aim to create positive, fulfilling and sustainable work environments for all stakeholders. This is achieved by prioritizing employees' needs, promoting transparent communication and collaboration, and ensuring that the organization's activities align with its values and purpose.

It is believed that this approach will have a significant impact on future management practices as it responds to the increasing demand for companies to adopt more socially responsible and sustainable practices. Moreover, it also recognizes that employees are not just resources to be utilized but rather key contributors to an organization's success, and seeks to create environments that support their growth and well-being.

In conclusion, the Humanistic Management theory has the potential to transform the way organizations are managed and lead to better outcomes for all stakeholders involved.

## 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:

The goal of scientific management is to increase efficiency and productivity, but it's also essential to find a method that works best for you. It may take some time to get used to the new process, but with practice, it can become a habit and lead to improved efficiency.

I can suggest steps to analyze the task based on scientific management principles:

1. Choose a task: Grocery shopping.
2. Try the scientific managed way:The next time you go grocery shopping, try following the steps outlined in the “one best way” to see if it helps you become more efficient.
3. Find the “one best way” to do this task:
4. Make a detailed grocery list that takes into account the store layout and categorized items by department.
5. Shop during off-peak hours to avoid long lines at checkout
6. Use a **grocery app or online shopping service** to avoid walking the aisles and reduce the amount of time spent in the store.
7. See if any activities could be combined or eliminated:
8. Make a more detailed grocery list that also includes the store layout to minimize time spent walking around the store to find items.
9. Choose a grocery store that is closer to home or on the way to other errands to eliminate additional driving time.
10. Write down the steps involved in completing the task:
11. Plan the grocery list
12. Drive to the grocery store
13. Find the items on the list
14. Checkout and pay for the items
15. Drive back home
16. Unpack and put away the groceries

## 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:

Procter & Gamble (P&G) is a prime example of a business that has thrived for over a century. Since its establishment in 1837, P&G has adapted to changing consumer preferences and market conditions. Initially a soap and candle manufacturer, the company has diversified into various consumer goods, including personal care, home cleaning, and health and wellness products. Its success is largely due to its ability to introduce new products, such as by pioneering brand management to differentiate itself from competitors. P&G places a strong emphasis on consumer research to understand customer needs and preferences. Through my research, I found that flexibility and creativity are crucial traits for effective managers, as companies need to stay ahead of shifting consumer trends. Moreover, thorough market research and a good understanding of the target audience are essential for making informed business decisions.

## 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 2008 Global Financial Crisis had a profound impact on the way businesses are run today. This historic event, which took place this century, was caused by several factors such as the collapse of the US housing market and the widespread use of risky lending and borrowing practices. The crisis resulted in a credit freeze, financial institution failures, job losses, and severe financial hardship. In response, businesses have become more cautious and risk-averse, implementing cost-cutting measures and stricter financial controls. This has led to a trend towards smaller offices and more flexible, cost-effective work arrangements, such as remote work and shared spaces. The crisis also boosted the use of technology in the workplace. These changes have made businesses more productive and competitive, and it is likely that these trends will continue to shape the modern work environment in the future.

## 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 a manager of a loan-processing department, I plan to investigate the issue of multitasking in the workplace using various management theories and approaches:

Scientific Management: I will perform a time-and-motion study to compare the time employees take to complete tasks when multitasking versus when focusing on one task. The results will help me determine the impact of multitasking on efficiency and effectiveness.

General Administrative Theory: I will gather information from employees who frequently multitask and compare it with those who don't. This will give me a better understanding of the overall impact of multitasking on the organization, such as increased errors and decreased morale.

Quantitative Approach: I will conduct a survey to gather data on the frequency and impact of multitasking in the workplace. I will analyze the results statistically to determine if multitasking has a significant effect on productivity and job satisfaction.

Behavioral Approach: I will observe employees as they perform tasks and note any changes in behavior or performance when multitasking versus focusing on one task. This information will help me understand the impact of multitasking on employee motivation and job satisfaction.

Systems Theory: I will examine how multitasking interacts with the various systems used in the loan processing division, such as processes, procedures, and technology. This information will help me understand how multitasking affects organizational productivity and its place in the current situation.

Contingency Theory: To determine if multitasking is suitable for the loan processing department, I will assess the specific conditions, such as workload and personnel resources. This information will help me determine if multitasking is beneficial and if any changes to the department's systems and procedures are necessary to support it.

By using these management techniques, I will gain a comprehensive understanding of the effects of multitasking on the loan-processing department and make informed decisions to support staff in their jobs.