Assignment # 2

Principal of Management

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Q1 : //

After conducting a research I came up to a new management theory known as Theory C ( Connection , Culture ) . The competitive advantage of share identity , empathy and understanding at work . It is of the view that the next step in the evolution of management theory is to develop organizational culture that will help people having a sense of connection with each other .

Through this theory they are highlighting the problem of loneliness among the society and they are appreciated by well reputed people and organizations and I also like this new theory that it will help many people .

Moving to the next part of the question that does it will have an impact on the future manangement practices

I think it will have an impact on the future as the future is of AI in which I think it will increase distances between individuals so this theory will help a lot ..

Q3 : //

The average life span of a new company is just 15 years . So it takes a special type of organization to cross a 100 year gate.

How they did it :

1. Laser sharp costomer focus
2. Willingness to start a new territory
3. Unique core strengths and change management
4. Long term employee relationships

Question 3 second part : I did a research on coca cola.

Its been 135 years since this company is selling drinks. There had been many changes from selling 9 drinks a day to 1.9 billion beverges in more than 200 countries daily , so what were their tactics that they become one of the biggest organizations in the world .

1. Advertising

I think this is the most important tactic that they follow and it was not easy at that time when there was no social media . So they painted on walls on napkins etc ..

1. Pakaging

Once they gained recognition and started exporting they saw what people in different countries want and according to their culture with thousands of different products and packaging designs that vary among regions this is just amazing marketing strategies ..

In the beginning there was caffeine in cola and afterwards it was removed because people started thinking that it is not a good thing to drink ..

I learn many things while researching on the success of this company . But the most important one I think is see what your coustomer wants from you . I think as a top manager of an organization your first priority is your costomer and it will help me become a better manager .

I learn many things while conducting a research the point that influence me a lot is that always clear about your goals , always see the feedback of your customer and make changes according to the feedback and I also make sure these things when I will become a manager .

Question # 4

I conducted a research on the corona virus pandemic

and how it effects the workplaces of every sector .

The covid 19 pandemic created one of the biggest job crises . There is a real danger that this will increase poverty as every sector did not see anything like this before , in the lockdown every organization was losing money so they started firing people and the rest of the crew was working from home this was very problematic for both the owners and the workers .

How workplaces were changed during the pandamic :

Teleworking , balancing work and life , dealing with technological challenges and online communication with colleagues and clients are examples of such changes .

Pandemic also came with some oppurtunities working from home alows to save the traffic time to spend with the family , less traffic means less pollution and it was saving a lot of electricity while all the big offices were shutdown . That is why some companies are finding it difficult to bring back their employes after the lockown.

How workplaces were managed ?

1. They priotise health over all interests and shutdown offices and people started working from home .
2. They built the right infrastructure for their employes so that they can work with ease , a virtual workplace needs many of the same elements as the physical one places to collaborate , share ideas with each other and get work done so it’s a very diificult task to see that each employ had the basic nessecities at home like a good laptop a VPN and a wifi of good speed , file sharing sytems and has the needed software on their own laptop . In addition to this basic infrastructure this was needed by the organizations to provide the right tools so they can work and to communicate with each other .
3. Providing alternating worksites beyond home this was also a very big problem faced by the organizations that their employes whose work is too sensitive to be carried out in a unsecured location or they need access to some equipment that they cant have in their homes so the organizations have to provide alternative work sites for their employees

Question # 2

Scientific management principles :

1. Standarization
2. Simplification
3. Method study
4. Motion study
5. Time study
6. Fatigue study

I chose the task of preparing for exams

Before I use scientific management while studying this was my approach towards exams .

1. According to the datesheet see what subject needs to be studied earlier .
2. Start preparing the subject and according to the symmetry keep on going .

But after I use scientific management in my studies it helped me a lot

1. First I set a standard for all the subjects for how much time I should give to each subject and the time limit should not exceed .
2. The next step is simplification . I thoroughly see the subject that if there are any topics that can be skipped or any other topic which is difficult make is easy
3. The next step is to find the best method to approach to a problem this helps me in this way that the easy chapters should be completed earlier so it makes you clear that how much time you should give to the difficult ones as the remaining portion is done
4. The next step is motion study which requires to leave that movements that just waste time and find other ways that use less time
5. The last step is fatigue study that that assures about the health that teaches us don’t work constantly for a long time ,take a break during work is very important not only for the health but also for the creativity of the mind . The mind which works for continous hours becomes dull and cant think out of the box so rest is very important during work .

Question # 5

Multitasking means that you perform multiple tasks simultaneously , this practice is not humanly possible because humans are not programmed like this

Anyone who claims to be a multitasker is originally not a multasker rather he fluctuate between two tasks quickly . Anyone who can fluctuate betwwn two things can only be a effective person .

Moving to the next part of the question ;

The main duty of the manager in the loan processing department is to supervise and overseas the financial system and the cash flow of the company .

By using scientific management theory as being a manager in this department . The main goal of scientific management is to increase efficiency . So the manager should fullfill end goals by using less resources and increase the profit on loans by using different tactics .

By using administrative theory he can overcome challenges by listening to people who faced similar problems and who help others to run their race

By using quantitative theory this theory focuses on the development of mathematical and statistical models as a represetation of a system or process as formulas and equations so this technique helps managers make maximum use of organizational resources to produce goods and services …..

Behavioral management focuses on productivivty by understanting worker motivation , expectations and needs and interests . I think this theory doesn’t play any role in this type of job until you have people working under you and you have to get more output othervise in this job you have to check the flow of money and take desions on giving loans .

At the end there are systems theory and contigency theory .

Actually a computer is the best example of systems theory that a computer is made up of many componenets but they all run with coordination with each other . So a manager should also learn from this and solve their problems with coordination .

And at the end how a manager in this field use this theory , this theory focuses on how the situations change a leaders effectiveness and how he can adapt these new situations and guide others how to cope with these new situations is the biggest tool of a manager in the workplace , so a manager should be able to deal with new situations everyday and it will help him a lot ..