**Assignment 02**

# Principle of Management



University of Management and Technology Lahore

Participant’s Name: Zunaira Ramzan

Participant ID: F2022031017

**Section:** A

Resource Person

[Dr. Mohammad Pervez Mughal](mailto:mohammad.pervez@umt.edu.pk)

Department of Industrial engineering School of Engineering

## [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?

Answers:

**Management theories:**

Management theories are basically a collection of ideals. Such that how to manage the organization and business.Also how to motivate the employees.

**Types of management theories:**

1.Scientific Management theory.

2.human relation theory.

3.System management theory.etc

**Do you think the new theory will impact on future management practics:**

1.yes, its changes in the business environment.

2.yes its help to built the division of labors

3.yes,it changes the organizational structure to help the workflow rate and build strong innovation.

4.yes , its changes the economic environment and takes up your currency rate.

## 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:

**Scientific Management** :

Using scientific management in the workplace can help you streamline workflow and increase productivity. It can also help you think critically about work processes and experiment with new methods to find what best suits the organization.

Example :

*The company has recently rented space in a warehouse to store merchandise and mail out orders. The office manager, Sarah, is currently responsible for all aspects of customer service and order fulfillment but is no longer able to handle the high volume of orders by herself. Lee recognizes Sarah’s skills in customer service and assigns her the role of head of client care, responding to customer inquiries about orders and returns. He hires two part-time employees to assist in customer service and has Sarah train them. Lee searches for an employee to take over the responsibilities of order fulfillment. He notices that a sales associate named Tyrone demonstrates strong attention to detail and promotes him to inventory and order fulfillment supervisor. Lee and Tyrone test whether it is best to process orders as they come in or let them accumulate to process them in batches. They conclude that processing one large batch of orders received the previous day to ship out the following day is the most efficient way of fulfilling orders. Lee announces to the company that he will give a $25 bonus to each team member in customer care and shipping for every 1,000 orders they process and ship. When some employees continue to go to Sarah with questions about order fulfillment, Lee sends out an email to remind staff of Sarah and Tyrone’s separate roles. Lee also meets with Sarah to encourage her to stop answering employee questions about inventory and direct those questions to Tyrone. The company can respond to customers more quickly and fulfill twice as many orders per day. Lee has used the principles of scientific management to analyze the best way of handling orders, break up tasks, give incentives to employees and establish the hierarchy within the company.*

**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:

**Introduction** :

Coca-Cola is an American enterprise for soft beverages and water. It was founded in 1886 in Atlanta, New York, after being designed by pharmacist John Stith in his laboratory by combining Coca-Cola syrup with sparkling water. Coca-Cola acquired the title of the most valuable brand. (Shaw, 2018) Coca-Cola Corporation is considered one of the earliest enterprises in the world. It has operated within various local and outside changes since it has been created. The firm has used methods of change management to sustain itself in the market. CocaCola has been the governing soft-drink firm during the 20th era for its unbelievable flavour and fashionableness. Coca-Cola has a novel method, which is business confidence. Coca-Cola is so essential throughout 200 nations. Reference to the Greatest Brand 2015 news, Coca-Cola is classified as the third most worthy brand after tech behemoths like Google and Apple. (Coca-Cola, 2019). By 1919, when the company's shares went public, the brand was already in the process of pushing Coca-Cola towards its current market leadership position. The famous company regularly bought many competitors one by one, and its shares kept rising 11% annually, making it one of the best investment opportunities. Thanks to its global network of franchised bottling plants that use concentrated syrup, The Coca-Cola Company can sell its popular products in nearly every country in the world. (Vizard, 2020 ). In this research, the Key roles of Change Management in Coca-Cola will be discussed in detail along with the effect of change management on Coca Performance especially light of global changes.

**Better Management :**

Based on the above summary, coca company can enhance its efficiency system by recognizing the below recommendations.

∙ The company should continue to study foreign and international markets on an ongoing basis by building multicultural work teams.

∙ The company must involve its employees in making administrative decisions - as much as possible - especially when planning to introduce change in any of the areas within the organization.

∙ The company should encourage subordinates to express their suggestions and opinions without fear.

∙ The company must adopt an organizational vision and mission consistent with global changes, especially after the emergence of many pandemics.

∙ The company must focus on a comprehensive quality culture in all service delivery stages and use quality maps and performance monitoring to ensure that there are no deviations.

∙ It should prepare the company for change and also identify areas for change.

∙ The company must adopt a flexible production system based on customers' desires, and it must also develop groups of professional programs to reduce resistance to change.

∙ The company should study competitors' strengths and weaknesses periodically and make benchmark comparisons to determine best practices in beverages industry.

∙ The company must study and analyse the expected and unexpected risks periodically and record these risks in unique records.

## 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:

During this century worldwide people faces many good or bad historical events such as:

WORLD WAR I

WORLD WAR II

COLD WAR

TERRORIST ATTACK OF 9/11

SPRING REVOLUTION OF ARAB

Here we discuss World **War I** which was a global conflict that started in 1914 and ended in 1918. This war was fought between the Central power and the Allied Power. Basically, the Allied power included France, Russia, UK, United State and other Allies and the Central power included Germany, Ottoman Empire, and Bulgaria. Some basic **reasons** of this war were:

Militarism

Alliances

Nationalism

This war also known as **GREAT WAR** or **WAR TO END ALL WARS** due to its greatest **impacts** in which some of are:

In the result of this conflict over 17 million died including 7 million civilians and 9,7 million military persons.

Greatest economic destruction occurs as a result of this war.

Destruction of this war also caused a massive refugee crisis. Over 10 million people were displaced by the conflict.

Many of the empires that had dominated the area before the war were overthrown and new state created in their area.

Because of this war rapid advance in destructive technology occur.

This war also caused the outbreak of World War II and the creation of the United Nation.

Also, World War I had a great **Impact on how work places were managed**. After the war the requirement of production and efficiency increased rapidly because of which new management techniques and technologies were introduced. Because before the War the management structure was hierarchical, meaning manager making decision and the workers follows the order. But the new management system included introduction of scientific management which focusing on increasing efficiency time to time. This change led to change in the way workplaces were managed, with managers relying more heavily on technologies and data to make their decisions.

After this war managers start to focus on the morale of employee means the managers ensure their workers were motivated as well as productive.

This war also led to introduce the new labour laws and regulation, such as 8 hours workday and the minimum wage. This law was made to ensure that the workers were not overworked and were paid a fair wage.

After this war the labour unions also increases. Basically, these unions were made to improve the working condition, secure better wages and for the benefits of workers. These unions led to stronger or collaborative relation between management and the labour.

## 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:

In a workplace, your multitasking abilities can help you meet close deadlines, save time and increase productivity. They may also highlight your suitability for promotion and job enhancement. In your workplace, you can use multitasking to:

**Save time:** When you work on two tasks simultaneously, you may complete them more quickly to improve your productivity. For instance, you could talk to a client while taking notes on the conversation.

**Save money**: Possessing and improving multitasking abilities often helps professionals finish work within deadlines, giving them more time to accomplish other tasks. Employers usually encourage such individuals because they can assign more tasks and save costs for expanding a team.

**Increase productivity:** Being more productive means that you can achieve more during a working day. Increased productivity may also show that you are a reliable employee, helping you impress your manager.

**Reduce procrastination:** When you multitask, you often feel more accomplished, which can motivate you to keep working on more tasks. These skills may help you circumvent distress in a work setting and boost your self-perception, resulting in increased productivity.