

MUHAMMAD AHMAD

FA23-BCE-113

ASSIGNMENT-03

Q1: Ethical corporate climate:

The absence of clear conflict resolution mechanism and inconsistent moral tone from management can lead to decreased team performance and integrity. So the company can build strong ethical environment.

The Hydrosys Solutions LTD. can:

- Establish a clear conflict resolution process
- Encourage ethical discussion and training
- Prioritize adherence to international standards ISO-4064 over cost saving strategies

Q2: Loyalty and collegiality:

The debate among engineers about the material substitution highlight conflicting interpretations of agency loyalty and collegiality. Some engineers prioritize technical excellence, while some may feel pressured to integrate with management.

To balance professional loyalty and mutual respect

- Encourage engineers to raise voice of technical concerns with any fear
- Collaborate engineers & management to find the solution
- Prioritize safety of component over cost saving strategies.

Q3: Manager - Engineer Interaction:

The imbalance of executive and expert authority is evident in the project manager's limited engineering expertise. This imbalance may lead to decisions that compromise the device quality. An engineer-oriented structure may be beneficial but a balance approach considering multiple perspective is essential.

Q4: Conflict management:

The FlowMeter X team faces conflict over technical decision, deadlines and resources to resolve these conflicts, the team could:

- Hold open discussion to address technical concerns and find solution
- Establish a clear decision-making process that balance technical expertise with management's concerns