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**Rajesh Jasti**

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# 1 Summary

One of the highlights of this paper was the understanding of the interdependence between organizing and directing people and organizational performance and the relevance of leading and managing people to leaders, managers, workers, and the whole company overall. In this research, individual actions and decision making may be impacted by the involvement of others to learn about group behaviors. The power of groups, however. While there are many ways in which a group can affect organizational change in behavior, it should be included not only in the overall business strategy of the organization but also as an important Factor in handling and directing employees in their offices for leaders and administrators. This relationship between individuals in management and leadership and organizational reform, individual and organizational benefits, and other problems. Learns about the Workplace Relations Act 2000 making it legal for workers to decide on their involvement or lack of participation, key results indicate that organizational improvement and leadership and management are both helpful in organizations and change plays an essential role in dealing with the never-ending organizational changes regardless of management roles held by employees. Shift helps employers and employees to hone their expertise, talents, skills, and attitudes to be effective in their fields. The change also improves efficiency and profitability in companies. Therefore, it is recommended that companies should take serious note of leading and handling individuals and systemic change to remain competitive, important, and enjoy long-term benefits and should be collectively implemented to achieve favorable results.

Key Topics Covered in the report as fallowed below

* Organizational culture
* Group behavior
* Motivation theories
* Conflict resolution
* Human resource management
* Employment Relations Act & The Treaty of Waitangi
* Leadership
* Leadership theories & styles
* Team building
* Industrial psychology

Statement of originality

‘I hereby declare that this submission is my work and that, to the best of my knowledge and belief, it contains no material previously published or written by another person nor material which to a substantial extent has been accepted for the qualification of any other degree or diploma of a university or other institution of higher learning, except where due acknowledgment is made in the acknowledgments.’

Full name: Rajesh Jasti

Signature

Date: 22/Oct/2020

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# 2 Introduction

People spend nearly one-third of their working lives at work, and job challenges are a common source of stress for many. It is difficult to have a workplace where the tasks, aspirations, and personalities of everyone fit together seamlessly, without conflict. As such, certain workplace issues can have detrimental psychological consequences. Research suggests that, for example, perceived stress in the workplace is related to a higher incidence of mental health Things such as fear and depression. Popular challenges in the workplace that workers face include:

* Interpersonal dispute
* Troubles with contact
* Gossip Gossip
* Intimidation
* Harassment Generally
* Discrimination Also
* Low motivation and satisfaction with work
* Issues with results
* Bad fit for work

Usually, the workplace is an environment in which people with various attitudes, modes of communication, and worldviews communicate. These disputes are one potential cause of workplace conflicts and can likely lead to stress and tension for those involved. Although all workers have the right to be offered care equally and to feel comfortable in the workplace, some workers face threats, abuse, and/or discrimination.

Managers who work in small companies and enterprises need to have the ability to handle employees to perform their jobs efficiently. Many businesses use a system of organizational structures that allows managers or leaders to supervise others' jobs. Therefore, to complete multiple tasks, these managers must oversee and organize the work of others. Communication, teamwork, delegation, inspiration, preparation, and even success reviews may be included in people management skills.

The essence of organizational productivity is managing individuals. With little or no prior knowledge of managing people, many managers approach management from a technical context. Successful management underpins leadership that is needed if companies are to increase productivity by optimizing their people's output.

Be a manager important skills to learn and manage people in workplaces, Dealing with weak performers, differentiating between transactional and transformative leadership, applying styles and skills of control and motivation techniques, dealing with conflicts and dealing with challenging individuals, including assertive actions, working with teams and team-building techniques, recognizing and managing self-motivation, evaluating problems relevant to people and using a range of tools to support.

# Organisational Culture

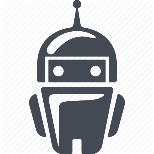
Text

### Name of the Company

The chosen name of the company is: **Sense Robots**

### Artifacts

Logos of the company.



**Jargon:** Create the future.

**Physical Structures of company**

Across the globe, all our offices arch structures are the same



**Rituals**

Rituals allow people to become more emotionally engaged in an experience, which in turn heightens their perceived meaning. Routines give us a better sense of power, and routines allow us to deal with sadness and failure.

**1. Reward and celebrations of milestones**

Celebrate with the team after a job, the month-end, or every time a significant achievement has been completed. Hand out gift cards, buy pizzas, send away appreciation gifts, make unique t-shirts, make a dance or musical party, all the team loves and appreciates.

**2. Welcome new employees in a special way**

A new employee starts work on the first day (or week), make sure they are given a friend to take them out for lunch, decorate their workroom, or have a special huddle to welcome them for the first time of the day.

**3. Daily, annual, or quarterly team activities schedule**

Project daily times to meet or just to socialize, to chat about the squad. This may be for a drink, which could include having a fun out-of-work experience together, such as an Escape Room which TopGolf. Name anything funny like this case, Great Wednesdays or Great Fridays.

### Espoused value of an organization & Mission statement

**Values**

1. Intelligent Job

2. Trust

3. Excellency

4. Passion for growth

5. Partnership spirit

**Our Mission**

Sense robotics implement sophisticated, designed automation systems that fulfill their customers' global needs. By adhering to our core principles of growth and the spirit of cooperation, Sense Robot seeks to achieve international growth.

### General Culture type exit in the organization

Our company adapted with Communal Culture Our workers are like friends and relatives who have close relationships and concern about each other. They are willing to support each other and share information. The other side is that they are so close and kind to one another that the negative results can not be denounced.

### specific culture type exists in your organization

**Our company has creativity culture:** This creates a productive business atmosphere. **Sense robot** respects its workers, offers them the ability to do their best to accomplish challenging tasks, and to support them all the way around! To allow its worker's absolute artistic independence, the organization prohibits micromanagement, the boss is the mentor, and the workers set targets and work out a way to measure them. Continuing education that facilitates individuality without bad effects and risk-taking.

### strong-culture, sub-culture, or counter-culture exists in your organization

While the majority of the Sense robot workers work in the same office complex, there are also several subcultures present within this group of people. Upper management, which includes the chief executive, financial officer, treasurer, and several vice presidents, shares a subculture created as a result of the organization's departmental classification and principles that preserve the organization's financial wellbeing. Members of the subculture of the upper management have their own offices and typically have meetings that only involve members of their subculture and not other employees of the office.

### how you can maintain the type of culture that exists within your organization

**Practices of a comprehensive selection**

Careful recruiting has been one of the easiest ways to maintain business culture. Make confident that not only are our recruits qualified — they're a good match. When recruiting, using a team approach. Help sure they blend in on a routine basis with the persons they are going to be dealing with. I still find it interesting to see how they communicate with prospective peers against how they communicate with me.

**Talk About Your Values**

Be sure that our company culture and values are front and center during the recruiting process, this lets our applicants make their decision, too. But don't stop talking during the interview process about our corporate values and history. Be sure to set specific standards for business onboarding activities so that those joining the team understands our community from the outset. Depending on your corporate principles, ask an interview question.

**Recognize Employee Achievements and Contributions**

This should all be part of our corporate philosophy, and it can promote employee engagement and happiness. Acknowledging birthdays, anniversaries, and meaningful events in the lives of our people. The employee is told that you care. On a more daily basis than huge prizes, I find it realistic to do little tasks. In general, individuals need attention at the Christmas party and to be respected more than once a year.

**Keep Lines of Communication Open**

One sure way to destroy the tight-knit atmosphere and culture is to avoid seeking employee input. The maintenance of even an open-door strategy allows our company to remain grounded. Get away from the office. Job a day or fly along with the delivery man on the assembly line. We're going to learn precious things, and people are going to know that you care.

To get started, here are some definitions. It is possible to keep our business culture alive throughout a growth spurt, but we need to make a deliberate effort. It will not happen alone.

# Group Behavior

### groups and distinguish the different types of groups that exist within your organization



Our organization has formal groups, through fallowing the organizational tasks set by the organizational regulations, our business with structured groups consists of numerous departmental managers and supervisors, supervisors reporting to each department manager, all managers report to the manager of the project.

### Why do people join groups within an organization

A small group is a blend of more than two persons that are interdependent with each other. So contact is defined as small group communication between the participants of a group composed of a small number of members. To collect, store, and produce data, solve issues, and make decisions, our organization hires small groups. Team cooperation tends to achieve a synergistic advantage. Crispi that a group's collective actions result in higher production than the amount of individual production. Some members of the organization are motivated by working as a group and others are motivated by the creation of interpersonal interactions with other team members.

### Describe the five stages of group development

Most teams follow the five-stage growth model to become high-performing. Forming, storming, standardizing, acting, and adjourning.

**Forming Stage**

Time of formation and begin interacting includes the formation process. Confusion is high during this process, and people are looking for leadership and authority. To take charge, a delegate who claims power or is competent might be looked at. "Team members raise questions like" What is given to me by the team? "Who would be asked of me?" "Am I going to blend in?" When participants get to meet each other, most connections are emotional.

**Storming Stage**

The most challenging and crucial stage to get through is the storming process. When individual identities emerge, it is a time characterized by tension and rivalry. In this step, team efficiency can also decrease because energy is placed into unproductive practices. Members may disagree with team priorities, and around strong personalities or places of consensus, subgroups and cliques may form. Members must learn to transcend challenges, to embrace individual differences, and to learn through opposing opinions on team assignments and priorities to get through this point. Teams in this process will get bogged down. Long-term problems can arise from failure to settle disputes.

**Norming Stage**

Conflict is settled as teams get past the storming process, and a degree of cooperation occurs. In the standardization process, Unity builds around who the representatives or leaders are and the roles of the individual participants. There is a beginning to overcome mutual conflicts, and a sense of continuity and harmony develops. During this process, team success improves as participants learn to collaborate and begin to reflect on team targets. The unity, though, is delicate, and the team will slip back into the storm if disputes re-emerge.

**Performing stage**

In the performing process, consensus and coordination have been well developed, and the team is experienced, structured, and very well-functioning. A cohesive and open structure remains, and participants are committed to the team's mission. Problems and disputes still exist, but they are constructively handled. (In the next section, we will address the role of dispute and conflict resolution). The squad works on solving challenges and achieving team goals.

**Adjourning**

Much of the team's goals have been completed in the adjournment process. The emphasis is on completing final activities and recording the initiative and outcomes. When the task burden is minimized, individual members may be reassigned to other teams, and the team quits. As the team finishes, there can be regret, but a ceremonial acknowledgment of the team's work and progress may be beneficial. If the team is a permanent committee with continuing accountability, participants can be replaced by new individuals, and the team can return to a stage of composition or storming to repeat the phase of growth.

### Explain how role requirements change in different situations

Group expectations are clear criteria or constraints under which it is assumed that each member of the group conduct individually and against others. This is done to set the group's tone; discipline and guidelines are a must if the group is going to be serious and target-oriented. If the group's sound is casual and vibrant, so the expectations are more lenient. In this way, by setting the limits and the tone of the position of each member within the group, group norms influence the group.

### Demonstrate how group norms and status influences an individual’s behavior in a group

The norms are a collection of feelings of faith and behaviors generally held by members of the community. These are also referred to as rules or codes of conduct that relate to members of the community, codes performing three purposes, namely, standards

**Predictive**- Foundation for recognizing other people's actions

**Relational**- Certain standards characterize interactions

**Control-**Regulate others' activities

Groups are formed based on certain norms and guidelines of organizational behavior. These norms and guidelines are part of the norms of the community and can influence individual actions when each individual is required to adhere to the collection of norms and/or guidelines. These standards can decide how the company or community functions within an entity.

### Describe how group size affects group performance within your organization

Our business wanted to have smaller classes, always small groups competing for the job very quickly and more successfully than larger ones. Generates more facts that gather varied and open views, generates more solutions to issues

Growing the size of the collective commitment of individual participants tends to decrease, collective goal roles spread vast numbers of participants, thus tending to slacken individual results, preserving the relationship between individual input and group success since no one entity can be credited to a group outcome.

### Describe how group cohesiveness can be increased within your organization

As our team's steering force as a manager. It's my responsibility to articulate the goals required. By giving team members the power to make decisions on their own, I help them expand, develop, and enhance. That makes a big difference in creating harmony in the group.

Make sure that everyone is consistent when they still have to get my permission when I transfer authority.

By addressing disputes and conflicts among members of the team right away, I will improve group cohesion.

Whenever a real conflict exists, I would give the team members the ability to solve it on their own. I'll take the chance to move in, mediate, and promote a compromise if they can't find a consensus.

### Compare the strengths and weaknesses of group decision-making within your organization

Decisions taken together appear to be more successful than choices made by a single person, by the synergy principle. Factors that affect other activities of the social group often influence group decisions.

**Strengths**

* More complete information and expertise are provided by our teams.
* By combining the resources of many individuals, our groups have further insight into decision making.
* Groups will introduce variability to the decision phase, in addition to further feedback. They have an expanded range of viewpoints.
* Almost always, a collective would perform better even the best member. Groups make better quality judgments, thus.
* Finally, groups contribute to enhancing the adoption of alternatives. After the final option is made, often choices collapse when people don't consider the answer. Community participants who have taken part in reaching a decision are likely to embrace the decision vigorously and inspire others to consider it.

**Weaknesses**

* Options for groups are time-consuming. They normally take more time to solve, making the decision alone.
* Group actions in groups include regulatory burdens. The need to be embraced and considered an advantage to the group by group members will result in squashing any overt dispute.
* Single or multiple a few participants may be dominated by group decisions. If this dominated coalition consists of participants of low and medium capacity, the overall success of the party will suffer.
* Eventually, group choices suffer from unclear liability. In an independent decision, it is obvious who is responsible for the final result. The responsibility of every single person is watered down in a collective vote.
* One potential flaw of group decision-making is that it can establish dissemination of transparency that results in a loss of responsibility for results. In a way, if everyone is liable for a decision, then nobody is.
* In comparison, group decisions will make it possible for members to disclaim personal liability and blame wrong decisions on others.

### Compare the effectiveness of brainstorming, nominal, electronic group decision-making techniques within your organization.

Based on the issue allocated to teams, we use electronic technology in our organization with a combination of brainstorming and nominal methodology, we decide as a manager what kind of group decision-making techniques to use, all three tactics have specific characteristics based on who and when we use when the electronic approach is the best decision-making component to use.

**Brainstorming**

Brainstorming includes helping a group of individuals to generate as many opinions as possible about an issue. Participants are challenged to think critically and explore all thoughts and possibilities to be most successful and are promised a "secure place" to express their ideas.

**Nominal Technique**

By incorporating a voting mechanism to rank the concepts that are created, the nominal group strategy takes brainstorming a step further. However, each user gives their input, as opposed to using clear voting, and there is controversy over the relative ranking of the outcome. This encourages audiences to be more interested in the dialogue and the proposals.

**Electronic Technique**

Typically, the automated approach uses an online system where group members sign up, write, and vote on their potential proposals using an anonymous voting system. E.g., in order from best to worst, a group member could rate solutions to a problem, then the machine assigns point values to each solution before all votes are counted.

# Motivational Theories

### Describe any four motivation theories (2 content theory and 2 process theory) that you would adopt as a manager to motivate your employees

**What is motivation**

Is the process that accounts for the strength of the course of a person and determination of efforts to achieve an aim.

**Motivation Theories**

**Content Theories:** Maslow Hierarchy of Need

Herzberg’s Two Factory Theory

McClelland’s Three Needs Theory

McGregor’s Theory X and Theory Y

Alderfer’s ERG Theory

Mayo’s Motivation Theory

**Process Theories:** Adams Equity Theory

Vroom’s Expectancy Theory

Taylor’s Motivation Theory

Bandura’s Self-Efficiency Theory

Skinner’s Reinforcement Theory

Locke’s Goal-Setting Theory

**Content Theories> Maslow Hierarchy of Need> Physiological needs**

**Physiological needs (e.g. Food, water, shelter, sleep)**

It requires the most essential requirements, such as air, water, and food, for people to live. Maslow stressed that if these conditions are not met, our mind and body will not function well.

The most important of all needs are these physiological needs. So, if anyone in his / her life is losing something, The primary motivation will be to meet his / her physiological needs instead of all others. Most possibly, a person who needs food, security, love, and esteem will hunger for food (and also money, wages to buy the food) rather than anything else.

If all the requirements are dissatisfied, and the physiological needs then overrule the organism, all other needs will turn into the background. Everything power is imposed in the presence of fulfilling hunger. Some items are forgotten or have secondary meaning.

**Content Theories> Maslow Hierarchy of Need> Safety and Security**

**Safety and Security (Secure source of income, a place to live, health and well-being)**

If the physiological criteria are sufficiently well fulfilled, additional demands, the so-called security criteria, will arise. Security needs lead to a person's need for safety or protection. Everything (sometimes even physiological needs) seems lesser important than security and defense. In our society, stable and lucky adults are generally happy with their protection criteria. The calm, safe, protected, and unwavering community lets us feel safe enough from criminal assaults, murders, unbelievable natural disasters, and so on. In that case, as the first-line motivators, persons no longer provide any protection requirements.

We are speaking about the lack of economic stability in fulfilling the safety needs seen as a choice for insurance plans, investment accounts or work security, etc. To feel healthy, children have a higher need. That is why, for children, this stage is more important.

Requirements for protection and security include physical safety; financial security; health and well-being; a safety mesh; against accidents, diseases, and their negative effects.

**Process Theory’s> Adams Equity Theory**

**Adams Equity Theory**

The theory of fairness notes that once they are handled equitably, individuals are empowered and earn what they deem equal for their work and costs. The employees bring inputs into the workplace, such as education, expertise, effort, attention, and hope to produce certain results in equal numbers, such as wage, compensation, advancement, verbal appreciation, and fascinating and demanding jobs.

**Vroom’s Expectancy Theory**

Expectancy-the belief of a person that success will result in more effort. It would result in improved results if you practice harder.

Instrumentality-the confidence of the participant that there is a connection between action and aim. You'll get a discount if you do well.

Valence-the degree to which the reward, the outcomes of achievement, are regarded by an entity.

As a manager I will follow the expectation principle of Vroom, this would inspire people to accomplish goals and be willing to come every day, not just inspire workers to achieve goals.

Taylor's Theory of Motivation assumes that workers are lazy and that only one thing, money, motivates them. Training each employee to perform the task of archiving the optimal way piece rate to pay and enable workers to be efficient to optimize productivity depending on the principle, split down into various pieces to simplify.

# Conflict Resolution

### Why is it difficult to maintain good working relationships in the workplace

It can be a challenge to sustain work relationships. The office is a random set of individuals who, when it comes to characteristics, attributes, and behaviors, probably have nothing in common. In reality, the only quality anyone in the office has in common might be an interest in the work.

Unlike our partners or mates, regardless of their personalities, we have not decided to be with our fellow workers or manager. A persistent source of tension between co-workers can be history, childhood, and other characteristics. While issues in personal relationships may grow, sometimes there is no emotional bond with our colleagues in the workplace. This will make it much harder to work to keep relationships in the workplace going bad.

Another problem that can impact employee relationships is linked to mutual beliefs. Usually, we chose our companion or mates in our personal lives based on our set of beliefs in life. In the workplace, however, we may have to contend with people from different points of view who may be poles other than ours. Many of us, however, spend most of our waking time with people who may have nothing in common with our views on life.

6 Ways to face the challenge of maintaining relationships with employees

1. Respect

2. Do not personally take anything

3. Communicate

4. Try to see through emotions

5. Common goals

### What are the consequences and opportunities for conflicts

**Mental Health concerns**

Conflict within an organization may lead members to become dissatisfied if they feel as though there is no remedy in sight, or if they feel that other community members do not recognize their views. As a consequence, members are stressed, which affects their work and personal life adversely. Members of the group can have sleeping issues, lack of appetite or over-eating, headaches, and becoming unapproachable. In some cases, members of the organization may ignore meetings to stop themself from experiencing stress and symptoms related to stress.

**Decrease in Productivity**

If an organization struggles with controversy for most of the time, participants take time away from concentrating on the main tasks they are charged with pursuing. Conflict allows people to concentrate less on the project at hand and more on spreading gossip about conflict or frustrations. As a consequence, charities will lose cash, supporters, and access to valuable services.

**Employee turnover Impacts**

Members of the association who are more and more dissatisfied with the degree of tension within an association may vote to terminate their membership. The group wants to hire new people as members begin to leave. Organizations face collapse in exceptional situations, where many members resign, or an executive board stands down.

**Conflict Escalation and Violence**

Without mediation, as conflict escalates, intense circumstances can occur between members of the organization. It's sad, that internal disputes may result in violence between members, causing members and probably the organization to have legal troubles.

**Inspire Creativity to Solve the Problem**

Fortunately, conflict is used by some organizational members as an opportunity to find new ways to solve challenges. Conflict can encourage participants to brainstorm solutions while discussing topics from diverse perspectives.

**Share and Respect the Opinions**

As members of the organization work together to solve conflicts, they are more prepared to share their views with the group. Conflict also can cause participants to listen carefully to everyone as they work towards achieving the goals of the organizations.

### Outline the five conflict resolution styles and describe any two using roleplay examples if possible

1.Competing

2.Collaborating

3.Compromise

4.Avoiding

5.Accommodating

**Competing Style**

The competitive approach deals openly and bluntly with confrontation. The type of rivalry is assertive and uncooperative. Usually, the goal of the competitive style is to end the dispute as soon as possible. Although contrasting styles can yield rapid outcomes, a team's morale and competitiveness can also be counterproductive. If you often fight with others rather than negotiate, your colleagues will stifle helpful advice and hurt your relationships with the workplace.

**Collaborating Style**

As opposed to compromising the "lose-lose" solutions in form, collective form aims to achieve outcomes in "win-win." The form of teamwork aims to find a compromise that satisfies everybody involved. You would need to listen to and engage with the parties participating in the dispute if you plan to use a collaboration style. You will need to make it possible for the parties to reach a compromise together after having the time to consider the sides of the problem. Implementing this style can often be time-consuming and labor-intensive, but it often yields the long-term outcomes that are most rewarding. If you are attempting to build and sustain good working partnerships, teamwork style is a valuable advantage.

**Roleplay example: John and mark situation.**

Given the task to develop a product which is more durable, unique, not existing previously in the market, it should bring more sale to our company growth

**John** developed a prototype product that is more durable and higher price and unique in the market.

**Mark** developed a product which is average durable, unique, and average price in the market

Both products at the manager table to decide what product to choose, keeping in mind the company, all aspects profitability, growth of the company, respect each other and product should give us the best results for our company.

Both ideas are very good being manager looking at both products are unique and best only difference is price and durability, John product has higher durability and higher price, Mark product has average durability and average price, after looking at both the products durability is very important for business development at the same time price is very important in the market to sale the product, by combining both ideas decided to develop the product with good durability and market pitching price, from the both John and Mark ideas combines made good product

### As a manager, what steps would you follow to resolve a workplace conflict

As a manager we can use all conflict resolution styles depends on the type of conflict and goal of the company, in most cases I will use the **Collaborating style.**

# HR Management

### Describe the HR process in your organization



HRM rules and practices are instructions to be used as a reference for the supervision of your employees by administrators and managers. They state what can and cannot be done by workers. They are decided by you, the owner or managers, To control these practices and processes, as well as national, state, and municipal labor laws.

You'll mention what your policies are for each main region. Then incorporate staff protocols to follow the rules, and what happens if the protocols are ignored. A living paper is a healthy compilation of HRM policies and procedures. It should be the company's latest authoritative guide.

* + **Policy on equal opportunities;** Inequality in labor legislation and compliance with the laws.
  + **Recruiting and Hiring.**
  + **Termination with Offboarding:** At-will jobs provision with all exceptions.
  + **Wages and incentives.**
  + **Appraisals of Results.**
  + **Safety.**
  + **Codes of Conduct:** sexual assault, dress code, substance abuse; testing of medications.
  + **Scheduling;** Deadlines for recess and other breaks.
  + **Benefits:** holidays, weekends, and sick time; medical insurance; parental leave;
  + **Usage of Business Software and Equipment:** Use of the Internet and email.
  + **Claim on Conflict of Interest.**
  + **Agreement on Secrecy.**
  + **With complaints.**
  + **Acts of Discipline.**

### Describe any five Function and transparency of a human resource manager

* Recruitment and Selection
* Orientation
* Maintaining Good Working Conditions
* Managing Employee relations
* Training and Development

**Recruitment and Selection**

Recruitment is the way to captivate prospects. Screening and selection, depending on appropriate requirements, of potential and suitable applicants for a specific position. The purpose of this process is to draw eligible applicants and promote the opt-out of unqualified applicants.

For any company, the recruiting and hiring process is very important because it eliminates the cost of errors such as the presence of inexperienced, unmotivated, and underqualified workers. Again, removing the unqualified candidate and selecting the new worker is a costly process.

**Orientation**

Most organizations do not give new workers a detailed orientation. This is the basic step of getting a prospective employee to transition to the employer and his new work. Employee Orientation Experience should include the organization's priorities and expectations and how the employee will contribute to the organization's long-term and short-term goals.

One of the human resources' key functions is to provide the individual with detained orientation. The software should allow the worker to recognize his assigned roles and his exact job description, job role, and position relationship to other positions in the organization. It provides employee clarification to take an active part in the company.

**Maintaining Good Working Conditions**

The management of human resources must provide workers with good working conditions so that they can like the workplace and the job climate. Motivating the workforce is the basic responsibility of the human source department. The analysis showed that workers don't commit as well as they can to the organization's priorities. This is because of the loss of creativity.

The administration of human resources should create a mechanism to provide staff from different departments with financial and non-financial incentives. Another concept that should be handled by the HR staff is employee health. The health of workers enhances work satisfaction.

**Managing Employee relations**

The foundations of every company are workers. The interaction between workers is a very large term and is one of the crucial roles of the management of human resources. It also helps foster friendly ties with staff. They are capable of manipulating actions and functioning outputs.

Management should coordinate events that add to the personal and technical awareness of an employee. A positive and balanced interaction between the employee and the boss can be promoted by well-planned employee relations. It is the cornerstone for the company to be efficient.

**Training & Development**

The indispensable roles of the management of human resources are preparation and development. It is an effort to increase an employee's existing or potential success by increasing an employee's capacity by educating and enhancing one's expertise or knowledge of the relevant subject.

# The Employment Relations Act & The Treaty of Waitangi

### What is the purpose of the employment relations act 2000

The Workplace Relations Act 2000 (the Act) has laid the legal basis for handling employee relations across New Zealand since 2 October 2000. The Act encompasses the core aspects of employment and the procedural protections and responsibilities of both employers and workers, from establishing a framework for negotiating labor agreements to identifying an employee. The Act also defines the sanctions that you, as an employer, or workers can face for breaking any of the Act's responsibilities.

### Describe the courts and institutions that settle industrial disputes between employers and employees in New Zealand

**Mediation Service:**

Mediation is when, in a semi-formal and confidential environment, an impartial individual called a mediator helps address an employment arrangement issue.

A mediator will assist you in defining the core challenges and finding possible solutions. The intention is for all of you to come to an understanding. It is difficult to push you into a decision or compromise.

Job Mediation Services offers a confidential mediation service to any employee or employer with a job-related issue within the Ministry of Industry, Innovation, and Welfare (MBIE). Often available is private mediation.

Section 144 created the Mediation Service, which was managed by the ministry of labor until the department ceased to exist in 2012, and the function was shifted to the newly created department of ministry, Innovation and Innovation's Labor Group. Occupation

Section 164 (says that before moving to the Employee Relations Authority, the parties should have sought to settle their problems

**Employment Relations Authority:**

A separate agency that sits under the Employment Court is the employment rights Authorities (ERA).

By digging at the facts and reaching a decision based on the merits of the situation, not on technicalities, the Age aims to address employment partnership issues.

On the recommendations of the Minister, the members of the Job Relations Authority are appointed by the Governor-General (section 167)

Section 157 notes that the Employee Relations Authority is an administrative agency that investigates the details of the situation to address issues with the employment relationships of the parties, as opposed to legal technicalities.

**Employment Court:**

If you are dissatisfied with it, you have the right to appeal a formal opinion by the Workplace Relations Authority (ERA).

The ERA can, in some circumstances, refer your case directly to the Jobs Court without the ERA examining it. Maybe this is when:

* In the case contains a major legal concern (for example, it is the first case to interpret new legislation)
* The essence and urgency of the case suggest it is in the interest of the public that the Job Court should first hear it.
* A lawsuit between these parties is currently being considered by the Court and concerns the same or related matters.

You do not question the protocol that was practiced by the Age. The procedure is how the Age works and does not contain the effects it produces.

The judges of the Job Court, on the recommendations of the district attorney, are named by the Governor-General (section 200).

In all cases relating to workplace disputes, Section 187 of the Period grants the Workplace Court authority

The Jobs Court is a court of record that has equivalent status to the New Zealand High Court.

### Describe any five duties and obligations of employers

* At the agreed time, head to work.
* Do what you are expected to do by your boss.
* To do your job, use your expertise and experience, and personal characteristics.
* With care, do the duty.
* Reasonably act.
* Act in integrity and good conscience.
* When you are at work, keep yourself and others safe.

**To pay the worker:**

Section 65 (2) of the Period allows the contractor to point down the amount payable to workers in writing.

The 1983 Minimum Pay Act specifies the minimum pay

The min wage Act also refers to trained employees who must be paid minimum wage.

Most employers pay salaries in cash under the Salaries Security Act 1983 unless they have written permission to do so, employers can only make deductions necessary or allowed by legislation or with the written consent of the person

**To ensure a safe workplace:**

The employer’s responsibility to ensure that the workplace is safe for workers, contractors, and tourists under the safety and health of the Jobs Act 1992.

**To Permit Employee to take paid leave:**

Employees enjoy 11 general holidays, four weeks of paid vacation, 5 sick days, and 3 days of bereavement vacation under the Holidays act of 2003.

The Parental Leave and Job Security Act 1987 provides 14 weeks for employers (although the federally sponsored parental leave (maximum 504 a week) would rise to 16 weeks as of 1 April 2015).

Employees can also have an extra extended childcare leave of 38 weeks. There is a presumption that the work would be left available for the employee taking leave.

**Not to Discriminate against employees:**

Three parts of the law cover in-workplace discrimination

The Equal Pay Act 1972 defined varying pay rates for men and women doing the same illegal work.

The 1993 Human Rights Act made discrimination unlawful on 13 grounds Including sex marital status religious practice ethical practice color race racial or national origins disabilities age political opinion work status family status or sexual orientation

Section 103 of the Period applies 3 additional forbidden factors to the 13 of a Civil Rights Act. They are racial harassment and sexism based on sexual harassment-related to union practices.

### Describe any five duties and obligations of employees

* At the agreed time, head to work.
* Do what you are expected to do by your boss.
* To do your job, use your expertise and experience, and personal characteristics.
* With care, do the duty.
* Reasonably act.
* Act in integrity and good conscience.
* When you are at work, keep yourself and others safe.

**Serious Misconduct:**

For serious violence, such as verbal or physical altercations with bosses, staff may be fired.

However, the Jobs Authority ruled in November 2007 that holding a yelling match with the manager, which involved obscenities and personal violence, would not result in significant wrongdoing, at least where the manager led to the conflict.

**Work Safety:**

Employees are also expected to ensure a safe working environment under the safety and health of Jobs

They must therefore take caution not to damage the properties and facilities of the employer.

An employee who damages the property and equipment of his employer by willful wrongdoing or neglect can be claimed for compensation by the employer.

**Drug Testing:**

If it is, employers may unilaterally enforce drug tests in the workplace and the employer can check with staff before the procedure is implemented.

**To show Fidelity:**

Act with their own time with their employer's rivals.

Using details obtained at work for personal gain or reveal sensitive information from the boss unless it is an act of whistleblowing.

Failure of other staff to investigate corruption.

Many workers have been dismissed for committing offenses unrelated to their work in their spare time to damage their employer's image.

Want to take away the clients of an employer as they move into the corporation by themselves.

### What happens when there is a breach of duties and obligations

A severe violation by an employee of any of the duties makes the employer for the employee to fire. A violation by the employer of these duties which causes the worker to the employee will resign and claim for constructive dismissal.

### Outline five good reasons for employers to fire employees

Only where the boss has a good cause and has a good reason will workers be dismissed.

A fair process has been adopted. Good reasons for dismissing staff include good reasons

* Unsatisfactory performance
* Incompatibilities for other workers
* Absenteeism
* Negligence Anyway
* Misrepresentation (exaggeration of a CV may not be sufficient) in a curriculum vitae
* Incompetence (where a person appears to have a talent but doesn't have it)
* Misbehavior
* Inability to do the job because of an accident or disease
* Theft (even of things of low value, such as food)
* Sleeping at work
* Abuse (even against a pet or a co-worker's car)

### What is the purpose of the employment relations amendment act 2008

The Bill proposes that the full force of the employment rights Act 2000 will not be available for a period of up to 90 days (called the trial period) at the outset of an employment arrangement with a company with less than 20 people. An employer can terminate the employee during that time, and the employee will have restricted access to the remedies available under the Act. Concerning discharge, the employee will not be able to bring a personal lawsuit or any civil action.

### Why was the treaty of Waitangi established

New Zealand's founding of the Treaty of Waitangi (Te Tiriti o Waitangi) was signed for the first time in 1840. Fair relationship between the government (and the first persons of New Zealand (the Māori) is defined by the Treaty. The Crown and the Māori must behave fairly towards one another in good conscience.

### Describe the three main parts of the treaty of Waitangi

**Preamble:**

It specifies the purposes of the parties signing it. This is the introduction to the agreement.

**Articles:**

The main text is split into 3 separate articles.

Each article was planned to function concurrently (happening at the same time).

Simultaneously) and describes a particular region decided to by the Māori and

About the Crown

**Signatures:**

On 6 February 1840, about 40 chiefs signed the Māori edition to agree that they had entered into the full spirit of Te Tiriti. Another 500 Maori people from all over New Zealand signed the declaration at the end of 1840. Along with other British Crown officials, Lieutenant-Governor William Hobson signed the English translation of the Treaty.

### Outline the three articles of the treaty of Waitangi and describe any one of them

* Article-1 (Kawanatanga) (Partnership)
* Article -2 (Tino rangatiratanga) (Participation)
* Article-3 (Oritetanga) (Protection)

**Article-3 (Oritetanga)(Protection)**

The Crown offered a promise in the Māori text that Māori would have the protection and equal treatment of the Queen as people of Aotearoa New Zealand. This appears to be a correct English translation.

### Outline the 3Ps of the treaty of Waitangi and describe any one of them

**Treaty of Waitangi -3Ps**

**Partnership:**

It is about working together with all workers, regardless of the different cultures.

The partnership is about interacting with others, exchanging knowledge, exchanging influence, and treating others together in relationships. It involves valuing others, showing empathy, and sharing decision making and resources.

Differences of appreciation and esteem reflect empathy; express awareness and motivate others to express decision-making processes.

**Participation:**

Participation is about giving workers opportunities to engage in meetings and decision-making on their needs, such as when reviews are planned, or reviewed Participation allows everyone to be inclusive of topics that affect them Participation happens when:

Strong faith encouragement for people to share their thoughts and have their thoughts supported. Open dialogue and genuine consultation

**Protection:**

Security is about ensuring that people are empowered and shielded from workplace inequality. It is about ensuring that they have access to resources that suit their needs. It is also about protecting concerns relevant to Māori, like taha Māori (and te Reo Māori) and protecting people from risks to their well-being and quality of life.

Advocacy and integrity to preserve the things that are important to the understanding and consciousness of the individual.

### Describe any three Maori values and how they can be demonstrated in the workplace

**Tikanga and Kawa in the workplace:**

Acceptable actions in people's workplaces, social work environments, and in The sessions.

Recognizing cultural protocols and protecting the rights of individuals to obey them This helps create confidence and trust in a partnership. This can include activities such as taking your shoes off at someone's office door (if someone's office door is open). Required) or to ensure that there are room and potential for karakia to be until sharing a meal said.

**Rangatiratanga in the workplace:**

Recognition, appreciation, and valuation of the ethnic identity of workers at all times

Encouraging and helping staff to make their own decisions

Providing holistic supervision so that workers can provide their management

Supporting ideas and their national, spiritual and emotional needs fulfilled

# Leadership

### Who is a leader

A leader is someone who can see how things can be changed and who inspires individuals to drive toward a positive vision. When putting people first, leaders will strive towards making their vision a success. To be effective, you need to be empathetic and communicate with individuals. People don't have to come from or follow the same direction from the same history. In reality, future leaders will be more varied, which brings a diversity of viewpoints. Some people may, of course, disagree with my description. The most significant thing is that their concept of leadership is united individually among organizations.

### Describe how leadership is different from management

|  |  |
| --- | --- |
| **Management** | **Leadership** |
| Managers offer instructions | Questions are raised by Leaders |
| Executives have subordinates | Members Have Fans |
| An authoritative style is used by administrators | Members have a style of reinforcement |
| Managers advise persons what to do, | Members explain to individuals what to do |
| Managers have successful thoughts | Positive suggestions are followed by leaders |
| Managers react to changes | Creating improvement by leaders |
| Managers are seeking to become heroes | Leaders make everybody around them stars |
| Managers exert control over persons | Leaders build influence with individuals |

### Outline 10 attributes of leaders

**Integrity:**

Since they realize who they are, good leaders are also aware of their position. Weaknesses, They are just making promises that they will carry upon

**Passion:**

Successful leaders believe in their goals and conviction. They have a good view of who they are, and they enjoy what they're doing. A guiding star for others to follow is their love for a living, which they radiate Pledge! Pledge!

**Curiosities:**

The leaders are teachers. They wonder about any part of their responsibility. To pursue their aims, they figure out what they need to discover.

**Risks:**

When needed to achieve their aims, successful leaders take calculated risks. A good leader will benefit from the error and use it as an incentive to try new paths if a mistake is made.

**Dedication:**

The good leader is loyal to his or her task and will operate assiduously in favor of those who obey. When it is necessary, the leader gives himself or herself completely to the task.

**Charisma:**

This may be the one trait that is the hardest to cultivate. It conveys maturity, reverence, kindness, a great sense of humor, and a love of humanity for your followers. The implication is that leaders have the potential to inspire individuals to succeed.

**Listening:**

Leaders Listen, listen. Listen to the fans. This is the most valuable characteristic of all.

**Vision Guiding:**

In the face of difficulties and through losses, successful leaders know what they want to do and have the strength and courage to achieve their goals. A good leader sets realistic objectives.

**Honesty:**

In both their technical and their personal lives, leaders project an air of integrity.

**Trust:**

Successful leaders win their followers' trust and behave on behalf of their followers.

### Outline 10 attributes of managers

1. **Creating and sharing a goal**

One of the great manager's qualities is learning how to communicate the task of everyone and suggesting a simple way of thought that can guide the work of others. One thing is to have a vision, but it is entirely another skill to be able to express it.

**2. Being responsible and autonomous**

A strong boss must be able to make his own decisions and, most importantly, must be completely responsible for those choices, whether they are good or poor.

**3. Knowing how to be in charge**

The person in charge should keep an eye on the target, give orders, make decisions for judgment, meet head-on challenges, control their feelings, be a role model for others, take a clear position on certain topics, sometimes going against the status quo, and win others' trust.

**4. At the same time, take the right decisions**

It is important to make the best possible decision, but it is vital to make it at the right time. It is as poor to do so so late as to make the wrong call!

**5. Showing managerial courage**

Facing concerns is equal to ensuring that, no matter how harsh it can be, one looks at the fact and then shares it with the team to fix it together.

**6. Showing guidance and encouraging others**

Leadership is the power, when entertaining a relationship of shared confidence, to control and lead a community towards a common purpose.

**7. To provide an organizational culture**

A better boss still needs his or herself to develop, learn, and change. The more human capital they have, the sooner the learning process takes place!

**8. With Strategic Meaning**

To convey what needs to be relayed with less interruption, one of the attributes of a successful boss is finding the best time and location.

**9. Having Empathy**

Understanding their thoughts, understanding their points of view, feeling a deep interest in their interests, And being able to establish a fruitful partnership with a large range of individuals

**10. Humility and Insecurity Display**

Humility includes being willing without justification to accept your faults and downfalls, to accept that you are no savior, to put everyone at ease, to promote and appreciate various points of view, to know how to draw on the strengths of others, and to connect yourself with others who are always stronger than yourself.

### Describe 3 elements of interpersonal effectiveness exhibited by leaders

**Awareness:** a state of knowledge. It is the power, in real-time, to remember oneself, others, events, and circumstances. It is the capacity to consider and be objectively self-reflective about the influence of actions on circumstances and others. It is a process of creation that is a result of experience, conversation, exploration of oneself, and input.

**Ability:** The foundation of our professions is to study and appreciate technological problems.

The willingness to lead is an affected feature on

* Competency to connect.
* Skill to settle disagreements.
* Capacity to resolve problems and make choices.

We affect others as a member of the team in a collective effort to find better solutions or resolve issues.

**Commitment:** For presidents, complete appreciation is the' one thing' that contributes to maturity. It makes a difference in one's choices, both positively and negatively, in the lives of others, and therefore any effort to fix an issue could have a challenge. Chosen to have a detrimental influence on others while benefiting others.

# Theories of leadership styles

### Describe any 4 leadership theories and styles that you would adopt as a manager to lead the employees in

**Theory of a great man: "Leaders are born, not made"**

It says that certain persons are born with characteristics of leadership. They have the benefit of exceptional characteristics. Such characteristics distinguish them from the masses and allow them to enter the place of strength and power. They assumed leadership positions, however, and caught the imagination of the crowds. When a lot of similar people were facing nearly equal situations, these leaders possessed an unexplained tenacity to climb to the top.

**Trait Theory of Leadership: "Potential measurement"**

This is an expansion of leadership's Great Man philosophy. The theory states that to determine your leadership efficiency, the comparison of your effective leaders to the set of qualities of several effective and ineffective leaders can be used.

**Leadership Theory of Contingency: "Matching your leadership style to the situation"**

Task-oriented leaders delegate duties set targets and follow structural procedures. Relationship-oriented leaders are people-centered and considerate.

A strong friendship with the leader-member suggests the members of your party respect you.

A high role structure ensures that a well-defined job is guided by you. A powerful position of influence will mean that you have a high authority position. The advantageous nature of a case is the level to which circumstance helps you to impact your culture.

**Leadership Situational Theory: "Adapting to the situation"**

In all cases, it says that you should not have one leadership style the leadership style you follow, depends on circumstances. As per the principle, according to the degree of success of the subordinates, you can follow four main leadership styles. **Telling (Autocratic approach):** This style is sufficient for the subordinate 'Readiness 2 level',

For individuals that lack the potential but can do the work. For example, whether you are a war leader or a hospital emergency department, you need to adjust to saying leadership style.

**Selling (A little Democratic approach):** You should tailor this style to the 'Readiness 1 standard' of subordinates who lack the capacity and ability to do the job with these individuals.

For starters, you would have to use the sales style of leadership to lead a team of millennials in a tech company. For Example, you would have to use the sales style of leadership to lead a team of millennials in a tech company.

**Participating (Democratic approach):** When your subordinates have the skill but lack the desire to do the work, you can use this process. For example, as a source of inspiration.

**Delegating (Hands-On approach):** You need to assign jobs, as well as the desire to do the job, to persons who have the skill. For Example, if you are working on an urgent job, you will use this style, and another role comes up, you would need to have it to a knowledgeable subordinate.

### your organization

Our business relies on the project condition that we use various leadership theories, mainly our business suites for theories of situational leadership.

# Team building

### What is team building

Team building is a management approach used by diverse practices to improve the effectiveness and success of the workgroups. To form a good and competent team, it requires a lot of skills, research, and observation. The whole sole purpose here is to fulfill the vision and ambitions of the company.

### Outline all possible steps in the team-building process and Describe 5 steps

* Identify the need to create teams.
* Defining the goal and the appropriate skill set.
* Consider team roles.
* Determine team building Strategy.
* Develop a team of individuals.
* Establish and communicate the rules.
* Identify Individual Strengths.
* Be a member of your team.
* Monitor Performance.
* Schedule meeting.
* Dissolve the team.

**1. Identify the need for team building:** The boss analyzes the need for team building first. Team requirement to complete a specific task This requires a specific task requirement,  the intention of the work to be carried out, the qualifications needed for the job, and Before creating the squad, the uncertainty.

**2.Defining goals and collection of expertise required:** Next, the manager defines the team's shared objective and goals, and the skills It was important to fulfill them.

**3.Consider Staff Roles:** Next, the different things are considered by the boss,

The relationships between people, their positions and duties, strengths and limitations, the structure and suitability of future members of the team, etc.

**4. Determine a team-building strategy:** Second, the boss would have a plan for team building: Strategy on how priorities, tasks, duties, length, resource access, preparation, knowledge flow, feedback can be used, promoting a shared purpose.

**Develop a team of individuals:** at this point, the people are collected to form a team each member is made acquainted with Inside the team, their responsibilities, and obligations.

### Outline all possible advantages of effective team building and Describe 5 of them

* Identifying strengths and weaknesses.
* Direct to mission and vision.
* Develop communication and collaboration.
* Establish roles and responsibilities.
* Initiates creative thinking and problem-solving.
* Build trust and morale.
* Introduce and Manage change.
* Facilitate delegation.
* Battery productivity.

**1. Identifying weaknesses and strengths:** By team-building exercises, each member's strengths and weaknesses may be recognized. Such an examination will not be conducted during everyday routine work. managers may use these competencies to shape successful teams.

**2.Direct Towards Vision and Mission:** Typically, team building operations defining the position and relevance of the team to the organization achieving his vision. It allows people to appreciate the organization's goals, mission and vision are very straightforward and motivated to Act on it.

**3.Develops communication and collaboration:** practices for team building develop the team members' interpersonal ties. It's making people who are relaxed and familiar with each other. Collaboration develops trust and expertise among the members of the team.

**4. Establishes roles and responsibilities:** The position is established and clarified of each team member. Also, individual roles are given to the participants, along with the encouragement to work as a team.

**5. Innovative Thinking and Problem-Solving Initiates:** In a team, people are invited to offer their thoughts, viewpoints, and responses to a specific problem. It contributes to brainstorming and their imaginative side being discussed.

**6. Builds trust and morale:** The team bonding tasks are carried out by the company makes the workers feel respected. This motivates them to ultimately, improving their talents and establishing good interpersonal relationships boosting the morale and motivation of the members of the team.

### Outline all negative effects that may arise from team building and Describe 5 of them

* Develop conflicts.
* Unproductive or Free-ride team members.
* May lead to non-Cooperation.
* Difficult to evaluate individual performance.
* Involves cost.
* Accountability or credibility issues.

**1.Develops Conflict:** Often among its participants, the team loses communication and comprehension. This leads to disagreements and confrontations inside the team and thus reduces performance and competitiveness. In such conflict handling, lots of time is wasted.

**2. Unproductive or Free Ride Team Members:** Some of the team members sometimes the participants add little to the success of the squad. Such, individuals are free participants of cycling squads. They are proving unreliable, for the team, and less effective.

**3. Can Contribute to Non-Cooperation:** Each person varies from one person a one. Sometimes the team members lack co-operation and unity. This non-cooperation between the members of the team contributes to the wasting of tries and hinders the progress of the team.

**4. Human success is difficult to evaluate:** Whatever the outcome, the success or loss of the team is the organization achieved by team construction. The company typically overlooks each member's commitment. Individually, thus rewarding the entire team's contributions.

**5.Involves Cost:** Practices for team bonding take time and resources. Also, a lot of time, expenses, and money are spent ensuring that inside the teams are developed, teamwork, balance, input, decision making, and conflict management.

# Industrial psychology

### Briefly explain participative decision making, and why quality circles have been a more successful managerial style in Japan than in the U.S. States

**Participative decision making:** The leader encourages his colleagues to contribute their opinions or views and share responsibility in the group circumstances.

Employees and employers meet periodically to address quality challenges, explore causes, propose remedies, and take remedial action.

In Japanese car assembly plants, the idea of the quality circle emerged. At the close of the workday or workweek, some of the employees on each line meet with their superiors in a circle (implying equal contributions) to discuss how to increase productivity and employee satisfaction.

As introduced in the U.S. States, all managers and staff first address business issues.

Then the circle team members select which problem to solve and produce and analyze their input. usually, management maintains the power of the final decision.

### Describe the three worker motivation theories

**Goal-setting Theory:**

Have you ever been told by your parents to "please do your best?" "What does that mean? When you have succeeded and will stop trying, how do you know?

A study on the philosophy of goal management shows that management clear and challenging goals objectives translate to higher performance.

The philosophy of setting goals is the concept of making clear and daunting targets It results in better efficiency.

An individual with clear aims, everything else being equal, would outperform those without goals or with just a generalized "do my best" goal.

**Equity Theory:**

The principle of equality is used in wealth creation management slang. We may not see it, but in any office, this theory is applied. The happiness of an employee at work is directly related to the sacrifices he or she makes and precisely what he or she gets out of it.

**Expectancy Theory:**

This is one of the most common worker motivation myths, the theory that employees succeed by their anticipation of success, the desirability of those successes, and the commitment taken to obtain them.

Individuals supposedly ask themselves three questions before choosing to work hard (or not to work hard).

What is fair for me to expect from my efforts? If workers perceive that benefits such as salary increases, bonuses, and promotions are dependent on hard work, they may work hard.

Do I want the benefits that management offers? You would be frustrated if you've been working tirelessly aiming for a pay raise but are given a promotion with more workload and just a modest bonus.

Will it be mirrored in my work appraisal if I provide full effort? If you lack the training or requisite skill level for a specific position, you are unlikely to be a high scorer, no matter how hard you work. For certain staff, the answer is too often no.

### How does management benefit when employees have job satisfaction

The staff enjoys fulfilling and enjoyable work, so why does management think about whether or not their workers are satisfied? There are many explanations, according to research:

**Decreased resignations** disgruntled staff are more likely to resign or be more likely to absent from work as attrition and absenteeism are costly, executives normally aim to minimize them.

**Increased productivity** Findings have found that employee satisfaction correlates to better productivity.

**Employee Health** surveys of employees reveal that happier staff had less depression, for improved wellbeing, both physical for psychological. In comparison, workplace fulfillment spills on to the life of the employee outside the workforce. Not only does work satisfaction add to the overall quality of life, but it could be a better job. Duration of life predictor compared to physical condition or tobacco use.

### What are the major benefits of job satisfaction for employees

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# Conclusion

There are significant effects of organizational culture on an incremental transition. To follow new ways to complete work and connect, successful implementations need help from team members, management, and executives. Every role in the company will be influenced in some way, and we are best equipped to maximize efficiency, responsiveness, and customer loyalty that can be accomplished by being agile by knowing what different and what drives performance in each role is.

Good leadership skills coupled with experience in group growth will help any group perform at its peak level. Team members, though similar, are different in both reach and structure from groups. Teams are often small groups of people with different skill sets who combine to solve a particular problem with better outcomes, while teams may be much larger and often consists of individuals with overlapping skills working towards a common goal.

Theories of motivation play an important role for managers in achieving their goals and improving employee performance. A manager doesn't have to bring all the theories into practice at once or bring all the workers under one norm. It must differ from person to person and a manager must be mindful of the motivation of his subordinates.

conflict resolutions are that these disagreements or conflicts may occur between any two groups or individuals of a different point of view, interest, needs, and values. Conflicts may be conflicts that are both productive and unproductive. Mutual agreement to address the problem and find a resolution by the implementation of various methods of conflict resolution.

Employment relation Act In the sense of workplace relations, a crucial consideration of employee engagement; addressing the wider problems posed by both positive and negative conceptions of work experience. The principle of emotional labor was introduced in practice to illustrate the complex challenges of these problems.

It concludes that leadership is the capacity to direct people to achieve a common goal. This is achieved by individuals applying their qualities of leadership. Leaders produce determination and enthusiasm among followers to achieving goals. Leadership is accomplished by the interaction between the leader, the follower, and the culture.

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