MOCK Sessional II

Case Study: Sarah's Career Crossroads

Sarah has been working as a software engineer at a large tech company for the past five years. She started as a junior developer and quickly progressed to a senior developer role. However, Sarah has recently been feeling stuck in her career and unsure about her future path.

Background:

- Sarah's job involves designing and developing software applications for the company's clients.
- She has received positive feedback on her work and has been recognized for her technical skills.
- Sarah's team is undergoing restructuring, and she is unsure about her role in the new setup.
- She has been considering pursuing a management role but is unsure if she has the necessary skills and experience.
- Sarah is also interested in exploring opportunities in other departments within the company.

Q1. Findings and Suggestions:
A. Identify the factors contributing to Sarah's feeling of being stuck in her career.

B. Suggest ways for Sarah to explore and clarify her career goals and potential paths forward.

Q2. Theory of Motivation:

Outline one theory of motivation and explain how it could apply to Sarah's situation to help her find renewed motivation and direction in her career.

Q3. Organizational Restructuring:

You are part of a consulting team hired by a medium-sized manufacturing company to analyze and improve their organizational structure. The company is experiencing communication breakdowns and inefficiencies due to its current structure (which has 6 levels of hierarchy).

Your task is to:

- **Assess the existing organizational structure.**

- **Identify potential problems.**
- **Propose a revised structure with 4 levels of hierarchy that addresses these issues.**

Current Structure:

CEO
Vice President
Directors
Managers
Team Leaders
Employees