**Case Study**

**Production slowdown**

**Q1. Analyze the situation and state what the specific problem is?**

1. Mr Narendra Soni was made supervisor of a production line at Metalman Fabrication Ltd.
2. His job was to keep the assembly line going at the scheduled 75 units per hour.
3. The complaints against Mr.Soni varied and included the following. Rohit Sharma and Vikas Shinde said that he laid off workers for being two minutes late.
4. The plant manager was confronted with this high and rising level of employee unrest.
5. He wondered are these two goals necessarily incompatible? Does the problem lie with him, assembly line workers or the situation? As a result of these events, the two filed a formal grievance targeting Mr.Soni. The plant manager knew that Mr.Soni was the target of increasingly vitriolic verbal protests by Sharma and Shinde.
6. The plant manager was confronted with this high and rising level of employee unrest. He wondered are these two goals necessarily incompatible? Does the problem lie with him, assembly line workers or the situation? As a result of these events, the two filed a formal grievance targeting Mr.Soni.
7. The plant manager knew that Mr.Soni was the target of increasingly vitriolic verbal protests by Sharma and Shinde.
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Does the problem lie with him, assembly line workers or the situation? As a result of these events, the two filed a formal grievance targeting Mr.Soni. The plant manager knew that Mr.Soni was the target of increasingly vitriolic verbal protests by Sharma and Shinde.

An extremely high and steadily increasing level of employee unrest was presented to the plant manager. Is there a logical conflict between these two objectives, he wondered? Is he the issue, or are the workers on the assembly line, or is it the circumstance.

**Q2. What approaches would you recommend seeking the co -operation of Sharma, Shinde and the two apparent informal leaders?**

I would like to advise Mr. Soni to be a little polite and humble because a true leader is that which can cooperate with workers.

Mr. Soni must be well aquented with the labour laws that Is:

1. To protect the health and strength of men and women employees.
2. That children’s tender age is not being abused.
3. That citizens are not forced to enter avocations unfit for their age or strength by economic necessity.
4. Fair and humane working and maternity relief conditions are provided.

If workers are behaving under the expectations he must interact with the working rather then being rude and punishing guy as everytime punishment is not a solution.

He must sell hours to the workers or the workers must be paid as per hourly basis this will enable and motivate workers to work more and more and to earn more and more.

Mr. Soni seems to have the ability to make a few minor adjustments to Metalman Fabrication Ltd.'s business strategy. He could explain the idea of incentives. He can set a base pay for each employee, with additional compensation for overtime operated, as long as they put in a certain number of hours each week. The concept of penalties can be brought by Mr. soni. He may issue three warnings to any employees who arrive at work within 30 minutes of the reporting time, with each warning being followed by a reduction in basic pay. The workers will be encouraged to put in longer hours of work because the production will be guaranteed in this way.

In my view, the two apparent informal leaders would not continue to have any complaints and they must have proper counselling.

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