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Q1]

Taylor's four principles for Scientific Management:-

1) Replace rule of thumb work methods with methods based on scientific study.
2) Scientifically select, train and develop each worker rather than passively leaving them to train themselves.
3) Co-operate with the workers to ensure that the scientifically developed methods are being fallowed.
4) Dividing work nearly equally between managers and workers, so that the management apply scientific management to perform the task.

Fayol's Administrative Management.

It was based on the concept of departmentization, which means different activities to be performed to achieve the common purpose of the organisation should be identified and classified into groups, such tasks can be accomplished effectively.

Manually Complementary Principles.

Taylor believed, 'Management should share the gains with worker'. This has be emphasied by the principle of 'harmany, not discord', which is also emphasised by 'mental revolution'.

Harmany, not discord. The interest of the employer and employee should by fully harmonised, so as to create a good relationship. Taylor emphasised that there should be complete harmany between management and workers. This requires a transformation in thinking of both which is achieved through mental revolution. Thus management should share the gains of company with workers.

At the same time, the workers should work and embrace changes Taylor believed, the prosperity for the employer cannot exist for a long time unless it is accompanied by the prosperity of Employees, and vise-versa.

In the same way, Fayol's principle of 'remuneration of employees' suggest that employee compensation should depend on the earning capacity of the company and should give employee a reasonable standard of living.

Remuneration of Employees, according to Fayol, the quantum and methods of remuneration payable to the employee should be fair and reasonable. It should be satisfactory for both employer and employees.

Thus we can say that Taylor's and Fayol's principle are manually complementary.

Q2]

1) The principle of Taylor is described in the above paragraphs is Co-operation and not Individualism.

Co-operation, Not Individualism.

This principle is an extension of principle of 'Harmony, not discord' and lays stress on mutual co-operation between workers and the management. Co-operation, mutual confidence, sense of good will should prevail among both managers as well as workers. The intension is to replace internal competition with co-operation. Managers and workers should realise the importance of each other. In this regard, management should take care of workers need and share some portion of profit with workers. Similarly, workers should give best to their organisation.

2) Two Qualities that company ABC Ltd wants to communicate to the society are the following:-

a) Good behaviour in human interaction.

It highlights the importance and significance of carrying a good behaviour among workers and employees. It not only improves the relations but also helps the campany ~~and~~ or the organisation to grow.

b) Concern for the environment.

Dividing equal responsibility and work among workers and manages makes them feel acountable and significant for the company. This creates an healthy environment ~~vesu~~ where each and every person is important and respected.

Q5]

Staffing can be defined as one of the most important functions of management. It involves the process of filling the vacant position of the right personnel at the right job, at right time. Hence, everything will occur in the right manner.

The first and foremost function of staffing is to obtain qualified personnel for the position in the organisation.

In staffing, the right person is recruited for the right job, therefore it leads to maximum productivity. As we know, the Employees are the ones who runs the company, so it is extremely important to recruit the best employee who ~~hel~~ helps the company to grow in a long run.

Staffing also helps in promoting the optimal utilization of human resource through various aspects. Assigning tasks and duties to the right people at the right time results in good utilization.

Job satisfaction and morale of the workers increases through the recruitment of the right person.

Staffing ensures the community and growth of the organisation, through development managers. It is extremely essential for an employee to grow his/her ~~oshnsely~~ in terms of skills and personality. This is taken take by assigning development managers to keeps track of employees ~~indid~~ individual progress.

Q3]

a) The company should opt for ~~Divorcal framework~~ Divisional framework.

A Divisional organisational structure usually consists of parallel teams focusing on a single products or service line.

Reason to opt for Divisional frameworks:

1) Product Specialisation helps in the development of ~~various~~ varied skills in the divisional head and it prepares him for the higher position. It is important for the divisional head to grow and improve with time.

2) Divisional heads are accountable for profits, as revenue and cost related to different.

3) Divisions focus allows it to build a common culture and espit de corps that contributes both to higher morale and and a better knowledge of the division's portfolio.

b) Two limitations of the Divisional framework and it's working:-

1) It may lead to increase in cost since there may be duplication of activities across products. Teams works parallely and might ~~be~~ spend time performing the same work. This will lead to waste of both ~~B~~ time and manpower.

2) Divisional interest may supersade organisational interest. It may lead to competing divisions and allow office politics instead of sound ~~stag~~ strategic thinking to affect its view on such matter of allocation of company resources

3) Divisions can bring compartmentization that can lead to incompatibilities. Working together~~s~~ makes them powerful, dividing might cause drift among them.

Q4]

LIMITATION : PLANNING REDUCES CREATIVITY

With the planning of the managers of the organisation start working rigidly and they became the blind followers of the plan only. So once the plan is final, the manggers don't give a ~~se~~ second thought to any change that are recommended to them.

The managers do not take any initiative to make changes in the plan according to the changes prevailing in the environment. This show the lack of ~~digit~~ agility and upwork.

The managers stop giving suggestions and new ideas to ~~go~~ bringing improvement in working because the guidelines of working is given in the planning only.

As they are not allowed to come up with new ideas and innovation and are restricted to the "plan" this process of planning which is inflexible to improvement leads to lack of creativity.