**Assignment N0: 01**

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CSE-406 Engineering Project Management

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Class Section: **B**

“On my honor, as student of University of Engineering and Technology, I have neither given nor received unauthorized assistance on this academic work.”

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Submitted to:

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**Q No: 01**

How do managers differ from nonmanagerial employees?

**Answer:**

According to Ricky W. Griffin “Managers are individuals who are responsible for planning and decision making, organizing, leading, and controlling the resources such human, financial, physical and informational resource of a group or organization”.

Non-managerial employees, on the other hand, are typically responsible for carrying out specific tasks and responsibilities related to their job function. They may receive direction from a manager, but they do not have supervisory responsibilities over other employees.

In general, managers have a broader scope of responsibility and accountability than non-managerial employees. They are responsible for ensuring that their team is performing at a high level and achieving the organization's objectives, while non-managerial employees are primarily responsible for completing their own individual tasks and contributing to the overall success of the team. Additionally, managers often have decision-making authority, while non-managerial employees may have more limited decision-making power.

**General Examples:**

* **Managerial Employee -** A manager at a retail store who oversees a team of sales associates.

**Non-Managerial Employee - A** sales associate at the same retail store who is responsible for assisting customers and processing transactions.

* **Managerial Employee -** A director at a nonprofit organization who oversees multiple departments.

**Non-Managerial Employee -** A program coordinator within one of the departments who is responsible for implementing a specific program.

**Technical Examples:**

* **Managerial Employee -** A software development manager who oversees a team of engineers and is responsible for project planning and delivery.

**Non-Managerial Employee -** A software engineer within the team who is responsible for writing and testing code.

* **Managerial Employee -** An accounting manager at a financial services company who oversees a team of accountants and is responsible for financial reporting and compliance.

**Non-Managerial Employee -** An accountant within the team who is responsible for preparing financial statements and reconciling accounts.

**Q No: 02:**

The manager’s most basic responsibility is to focus people toward performance of work activities to achieve desired outcomes.” What’s your interpretation of this statement? Do you agree with it? Why or why not? Support your answer by giving 2 examples supporting your case.

**Answer:**

Yes, I am agreed with this statement. It is because according to Ricky W. Griffin, “Mangers plane and make decisions and control the resources of a group or organization.

* Planning and making decision mean setting an organization’s goals and objectives.
* Controlling means to monitor organizational progress toward goals and objectives.

These are two basic roles and responsibilities of a manager to setting goals and monitor the organizational progress toward goals so manager will focus people toward performance and motivate them to achieve the desired outcomes for organization.

**Example 1: A Sales Manager's Responsibility**

A sales manager's primary responsibility is to ensure that their team meets or exceeds sales targets. To achieve this, the sales manager must set clear sales targets for their team and provide them with the necessary resources, training, and support to achieve those targets. The manager must also motivate and inspire their team to perform at a high level by recognizing and rewarding good performance, and addressing any performance issues through coaching or feedback.

**Example 2: A Production Manager**

A production manager is responsible for overseeing the production activities of an organization. Their primary responsibility is to ensure that the production process is efficient and effective, and that the products are produced on time, to the required quality standards, and at the lowest possible cost. To achieve this, the production manager must focus their team toward performance of work activities that are aligned with the production process. This could include activities such as inventory management, quality control, equipment maintenance, and production planning. By focusing their team on these activities and providing guidance and support, the production manager can help ensure that the team is working toward achieving the desired outcomes, such as increased production capacity, improved quality, and reduced costs.

**Q No: 03**

In today’s environment, which is more important to organizations—efficiency or effectiveness? Explain your choice. Give 2 examples.

**Answer:**

**Efficiency:**

Efficiency refers to the ability of an organization to achieve its objectives using the fewest possible resources, including time, money, and labor. An efficient organization can produce goods or services at a lower cost, which can help it to remain competitive in the market.

**Effectiveness:**

Effectiveness, on the other hand, refers to the ability of an organization to achieve its goals and objectives in a right way at right time. An effective organization can deliver high-quality products or services that meet the needs of its customers or clients.

**Best option:**

According to my opinion, in today’s competitive business environment meeting customer’s needs and wants is crucial for organization. If an organization fails to satisfy its customers, it can negatively impact its reputation and image in the market. So according to above definitions **effectiveness is more important than efficiency** because effective organizations need to be able to meet the needs and wants of their customers While efficiency can help organizations to save costs and improve their bottom line, it may not necessarily lead to the best outcomes for the organization or its stakeholders.

**Examples:**

**Healthcare organizations:**

In the healthcare sector, the focus is on providing the best possible care to patients. While efficiency is important in terms of reducing costs and improving patient throughput, it is not the most important factor. What matters most is the quality of care and the ability of the organization to meet the needs of patients and their families.

**Non-profit organizations:**

Non-profit organizations are primarily focused on achieving their mission and making a positive impact in the communities they serve. While efficiency is important in terms of managing costs and resources, it is not the main priority. What matters most is the organization's ability to make a difference and achieve its goals. For example, a non-profit organization that works to protect the environment may prioritize effectiveness over efficiency in order to achieve the best possible outcomes for the environment and its stakeholders.

**Q N0:04**

“Management is undoubtedly one of humankind’s most important inventions.” Do you agree with this statement? Why or why not? Support your answer by giving 2 examples supporting your case.

**Answer:**

Yes, I am agreed with this statement. It is because management plays a crucial rule in planning, organizing, leading and controlling the organization’s resources such as human, financial physical and information and also play a gigantic role in achieving the goals of organization.

Without management it would be a challenging to a large-scale organization, business or government. Without management organization may not be able to set their goals and objectives and then achieve it. They may not be able to complete any project on time or do any task effectively and efficiently.

**Examples:**

**Enron:** Enron was once considered one of the largest energy companies in the world, with a market capitalization of $70 billion. However, the company collapsed in 2001 due to a series of fraudulent activities, including falsifying financial statements and hiding debts. Enron's failure was attributed to poor management, including a lack of oversight and control by its board of directors.

**Blockbuster:** Blockbuster was a well-known video rental company that dominated the market in the 1990s and early 2000s. However, the company failed to adapt to changing technologies and consumer preferences, such as the rise of streaming services like Netflix. Blockbuster's management failed to innovate and invest in new technologies, leading to its eventual bankruptcy in 2010.

The examples provided demonstrate that even if a company has a dominant position in the market, it cannot succeed if its management is ineffective. This highlights the importance of management for a company.