

Exam Roll no: 19345402986

Ans 6

(a) Factors which have ascertained Mr. Ramesh to the problems that eventually come up at fancy footwear are :-

- First factor when his predecessor Mohan who had set up his office at the top of the building far from the factory floor.

But after 2-3 days, summon a messenger or a secretary from the office on the second floor and send a memo to one or a group of workers. He was just an absentee autocrat, making all the decisions from above and spending most of his time at extended lunches with his friends from a club.

- He never ate lunch alone but spent the time from 11am to 3pm on the factory floor.
- A worker productivity group
- A "Suggestion of the week" committee
- A worker award group and
- A management relations group.

Red Wing  
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(B) Yes, Ramesh have instituted his changes without eliciting a negative reaction from the workers.

Because here Ramesh wanted to change all that:

(a) He set up his office on the second floor and kept his door open, from where he could see down on the factory floor and observe everything.

(B) He never ate lunch alone but spent the time from 11am to 2pm on the factory floor walking around and organising groups. The workers, many of whom had twenty years of seniority at the plant were reluctant to volunteer for any group.

But without acknowledging their skill, in a fairly short order, he established many new committee and groups.

The group was organisingly slow at first but Ramesh had been well trained as a facilitator and soon he took over that role.



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in their meeting, writing down ideas on a big board and communicating them to all employees