Interviewee:

We took interview of Colonel Athar, an infantry Officer who has served Pakistan Army for 27 years. Nowadays, he's working as Deputy Director hostels in administration of National University of Science and Technology.

The Interview:

The first question we asked Colonel Athar was that is a centralized institution or decentralized one for which he replied that army is foremost a centralized institution but it has got so many procedures of its own for example "SOPs" which stands for Standard Operating Procedures. According to the SOPs work is done, and through this work is decentralized as well, due to the fact that everyone works at their own place, what power they have and the job they need to complete. All the tasks and duties they need to complete are known.

The next question we asked was that how in army are the duties managed and who is responsibility is this for this he said that they work in a unit which comprises of number of officers. Each unit has four companies where every company has its own way of management. The companies work independently but according to the plans. The main task comes from military operations directorate. They make the main hypothesis and their decision is executed at all levels.

Moving on, our next question was regarding the policy of leave. He replied that the policy of leave is the same as in other government organizations that’s normal of 20 days and one month. In case if someone falls sick, there are sick leaves given as well.

Furthermore, we asked that since army is one of institutions which are so much concerned about security, so how does it use technology in planning and organizing. For this the answer was straightforward that Unit has stable organization and equipment. Every division and unit have their own orbit which they have to maintain and everyone communicates through them.

Next up we questioned him that if there's any department that takes feedback from people. After calculating for a bit he replied that there is no need of taking people's opinion because we work in a very systematic way. It is a very systematic organization so it’s not required to do.

Then we asked him that as army is not like other institutions so, what would be the goals of any department and how does the measures the output. Calmly, he said that they have well written policies everything is planned. Everyone is supposed to follow that plan so there is no such thing as output here.

Our next question was that what is the general plan when a new project, apart from the routine is introduced? How are the task assigned? After thinking for a couple of seconds he said everything has got evaluation. We analyse threat perception, we find out how it has to be executed. The plan is laid out and duties are distributed on lower levels.

Then we moved on to our next question that what if some officers makes a rational decision or in some case do not follow orders and makes his own decision since it's widely believed that officers are strictly supposed to follow orders. He frowned and refused to answer this question.

Further we asked that would teamwork be helpful in your institution? He briefly answered that yeah, it is the main essence of army.

Then we questioned him about the methods of communication and he immediately answered that we use normal equipment, the same as everybody uses and tech world has provided us.

Then we put forward our next question does any kind of reward power thing exist in army, in which associated ones have the power to give reward over good performance? After thinking for a while he said that there is a laid out procedure and everyone has to go through the process. There is no shortcut or extra reward to the ones doing extraordinary except the declared ones.

Then we asked him the last question of our interview that are there any informal organisations in army, he nodded and said here is no such thing as informal organization. Army is very formal organization and it organizes all activities by itself.

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Conclusion:

After interviewing and a bit of research over the internet we've been able to write a brief analysis of the management of pakistan army covering planning and organizing.

So army is an institution which supposedly depends on the mangement studies. The organizational is structure and hierarchy , planning is the key factor to the success in this case. Team work so much important as well as the planning be it organizational planning or planning for a war proper management plays a major role.

We have only chosen the organizational planning to be the major of our study of the institution.

The key points to be noted are:

* The army is neither a centralized nor a decentralized one. Considering policy making army can be said to be centralized institution while delegation of authority in the case of routine management makes it decentralized one.
* Hierarchy of authority is as follows:

GHQ consists of corps, each corps has two divisions every division three to four brigade… each brigade has got four companies. Each companies has got has three platoons. Where every platoon has three sections and a section consists of 10 members

* Planning is done by the GHQ after a thorough analysis. Hypothesis is made which influences the planning.
* The policy is made at one point and a goal is set by the high rank management.
* SOPs: Standard Operation Procedures are set by high rank management. Every brigade and unit is supposed to follow that.
* But a portion of authority is delegated to the lower level management. For example the allocation of duties is done at every level.
* Communication: Every unit and division have a platform where they communicate. These platforms are interlinked hence everyone can be approached.
* Technology is used in every possible manner. Benefits from all the latest technology.
* There is no output measurement since everyone is supposed to follow the SOPs and everything is predefined process.
* There no reward power. The process of progress is streamlined and clear. No one gets extra reward. So no officer can give extra reward to his subordinates.
* Another interesting fact is that there are no informal organizations inside army.

Hence the army very different from other organizations but still management and planning is the determinant of success.