|  |  |
| --- | --- |
|  |  |
| Management Today |  |
|  |  |
|  | Group: 5Report on Analysis of Management Today |
|  |  |

Group :5

(Information of members)

Organization: Solution Ave (Software House)

|  |  |  |
| --- | --- | --- |
| **#Group 5** | **Name:** | **Roll No:** |
| 1 | Ahmed-Mustafa | 22p-9060 |
| 2 | Subhan | //add you’re here |
| 3 | Ali-Jaffar | //add you’re here |
| 4 | Ibrahim | //add you’re here |



**Organization Detail:**

Solution Ave is a software house dedicated to provide digital solution to our everyday business problems. Its initiative is to introduce digital solution and provide amazing easy to understand and user-friendly solution to our daily problems. With over 85+ project with international clients with workforce of Pakistan’s different cities, it was our best chance to get hold of techniques of managements they apply to get most out of there workforce while keeping their interest and knowledge to grow. With 65+ clients internationally, overcoming the language barrier it suited best for our management project.

**What is Solution Ave:**

Solution Ave provides solution regarding Web-Applications, Websites, Marketing, Automations, Analytics Tools, Data-Visualization, Cloud, Mobile-Apps, E-commerce, Data-Extraction, Dev-Ops, Business-Intelligence, UI-UX Consultancy and much more. This means for our report we can have a diverse information of their experience from clients.

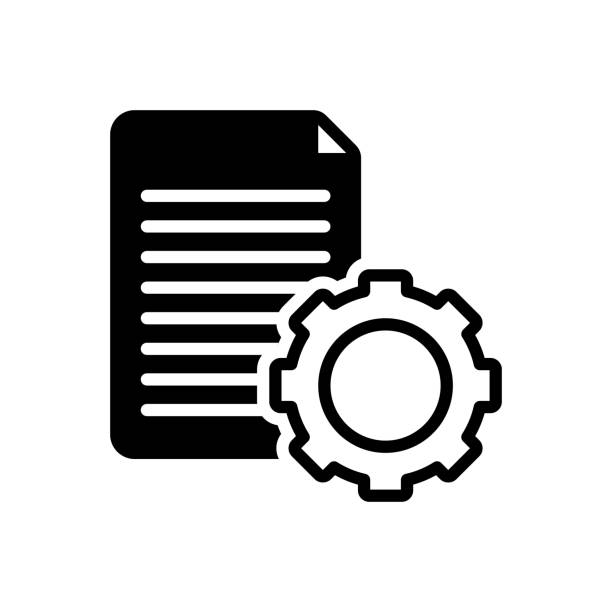
**Location and Contact:**

<http://www.solutionave.com/>

Flat no. SE-201, 2nd floor, Akbar Margalla view, Medical Corporative Housing Society, Police Housing Foundation, Sector E-11/2, Islamabad

Telephone

[+92 (333) 516 6620](tel:+923335166620)  
[+92 (333) 861 6286](tel:+923338616286)  
[+92 (306) 057 4468](tel:+923060574468)

****

**Table Of Content:**

|  |  |
| --- | --- |
| 1 | //add you’re here |
| 2 | //add you’re here |
| 3 | //add you’re here |
| 4 | **Understanding Organizational Behavior** |

//Lecture 1 add your

//Lecture 2 add your

//Lecture 3 add your

**Topic:**

***Understanding Organizational Behavior***

**What is Organizations Behavior?**

Organizational Behavior (OB) is a field of study that explores the behavior of individuals, groups, and structures within an organization. It examines how people interact within work environments and how these interactions affect the effectiveness and efficiency of an organization. Organizations can gain insights into human behavior, enabling them to make informed decisions about hiring, training, leadership, and creating policies that promote a positive work environment. Ultimately, a deep understanding of OB principles can lead to higher employee satisfaction, increased productivity, and improved organizational performance.

**Analysis from Solution Ave Meeting:**

In a software development context, a company might employ agile methodologies. This approach emphasizes iterative development, collaboration, and customer feedback. Quality standards are maintained through rigorous testing, code reviews, and continuous integration practices. Motivation to meet deadlines often comes from a combination of clear goal setting, regular progress reviews, and fostering a supportive team environment. Solution Ave software company often encourage employees to pursue continuous learning through training programs, conferences, and online courses. Internal knowledge sharing sessions, tech talks, and mentorship programs facilitate knowledge exchange. This culture of learning not only enhances employees' skills but also ensures that the organization is always at the forefront of emerging technologies.

**The Hawthorne Studies:**

The Hawthorne Studies conducted at Western Electric revealed unexpected results. Productivity increased even in adverse working conditions and the impact of incentive plans was not as significant as anticipated. The researchers concluded that social norms, group standards, and attitudes have a more substantial influence on individual output and work behavior than monetary incentives. This highlighted the importance of social and psychological factors in shaping workplace productivity, emphasizing the significance of a positive work environment and group dynamics in enhancing employee performance.

**Contingency Approach Defined:**

The contingency approach, also known as the situational approach, asserts that there is no universally applicable set of management principles that can be applied to all organizations. Instead, it recognizes that organizations are unique and face different situations or contingency variables. These variables could include factors like the organization's size, industry, culture, or external environment. Consequently, effective management practices must be tailored to fit specific situations. In essence, the contingency approach emphasizes the importance of adapting management strategies and techniques to suit the specific needs and circumstances of each organization, rejecting the idea of a one-size-fits-all approach to management.

**Analysis from Solution Ave Meeting:**

According to the CEO and Manager at Solution Ave, they are concerned to provide a piece of mind relaxation to their developing team to get the most out of them from there work hours. Their organization culture includes and new trend of remote job , where the employee work from home and according to his working times, their concern is to get job done at the end of day and are not concerned with when and how the job is being pulled off and ultimately most of the time the get there project done, Once in a while it happens that they are unable to provide work and this issue is handled with contingency approach, handling every situation according to the situation and employee behavior and attitude. To encourage them to meet the dead line they had a initiative scheme to provide a Pizza party on competition of Project which still happens today but now they provide salary bonuses which also encourages other people at work to perform even better.

Their culture is to keep your work force happy to get them to keep working at there best, which includes letting them work from home where they are most comfortable, giving the task early morning and to get it done by the end of the day, they also provide help to their workforce where needed through senior developer sessions during the day.

**Current Trends and Issues:**

**Globalization:**

The interconnectedness of economies and cultures, enabling businesses to expand internationally, fostering cross-border trade and cultural exchange.

**Ethics:**

The moral principles and values that guide decision-making in business, emphasizing fairness, honesty, and responsibility in corporate practices.

**Workforce Diversity:**

Embracing differences in gender, age, ethnicity, and background within the workplace, promoting inclusivity and leveraging varied perspectives for organizational growth.

**Entrepreneurship:**

The process of creating and managing a new business venture, emphasizing innovation, risk-taking, and the pursuit of opportunities for economic gain.

**E-business:**

Conducting business processes and transactions online, leveraging digital technologies and the internet to enhance efficiency, reach a wider audience, and improve customer experiences.

**Knowledge Management:**

Systematic management of an organization's knowledge assets, involving the collection, storage, and dissemination of information to enhance decision-making and innovation.

**Learning Organizations:**

Organizations that encourage continuous learning and adaptability, fostering a culture of shared knowledge, employee development, and responsiveness to change.

**Quality Management:**

Focuses on ensuring products or services meet or exceed customer expectations, often employing methods like Six Sigma or Total Quality Management to optimize processes and enhance customer satisfaction.

**Current Trends at Solution Ave:**

1. company might employ agile methodologies. This approach emphasizes iterative development, collaboration, and customer feedback. Quality standards are maintained through rigorous testing, code reviews, and continuous integration practices. Motivation to meet deadlines often comes from a combination of clear goal setting, regular progress reviews, and fostering a supportive team environment.
2. Solution Ave often closely monitor industry trends, customer feedback, and technological advancements. This information guides product development and strategic decisions. Interactions with clients, competitors, and regulatory bodies influence the company's adaptation strategies. Regular market analysis and competitor benchmarking help in understanding the external landscape.
3. Diversity can bring various perspectives and ideas, fostering innovation and creativity. However, a balance is crucial. A diverse workforce can provide a range of skills and viewpoints, but a cohesive team also requires shared values and understanding. Both diversity and a common cultural understanding can be beneficial, depending on the specific goals and nature of the tasks at hand. Also, a major impact was of Pakistan’s Economy due to which they are unable to pay the salary packages demanded from international employees and prefer sticking to local workforce.
4. Solution Ave often encourage employees to pursue continuous learning through training programs, conferences, and online courses. They also provide Udemy courses purchased on company’s behalf for the new fresh employees learning. They often do internal knowledge sharing sessions, tech talks, and mentorship programs facilitate knowledge exchange. This culture of learning not only enhances employees' skills but also ensures that the organization is always at the forefront of emerging technologies.
5. To advance in efficiency and best programming practices they organise sessions like regular code refactoring, and automated testing to ensure high-quality code. Agile methodologies allow for iterative improvements based on user feedback. Tools for performance monitoring and bug tracking help in identifying areas for improvement. Efficient development often comes from streamlined processes, careful project management, and leveraging appropriate technologies for specific tasks.