**MGT Assignment 07**

Read the case study "What a Star - What a Jerk" (linked below). What would you do if you were Jane? Be prepared to discuss your opinion in class.

The case study starts with Jane being a manager and Andy being a top performer but a being jerk at the workplace. Jane is facing hard time in managing Andy at workplace. She is in the position where she can neither sack him or allow him to bully others at the work place. Despite already being having conversations with Andy with his manager he is unwillingly to change his aggressive behaviours with his fellow colleagues.

If I was Jane, I would analyse the situation and would handle the facts better He may be a star performer, but he needs to treat all other employees with equal respect and is not a good team player. I would not be able to sack him or allow him to bully others at the workplace since he was the top performer. I would have more informal meetings to increase the interaction between Andy and other employees so that they can come to know each other’s strengths and problems better. With more and more informal interactions and with some form of authoritarian approach I would advise Andy to display some patience in communicating with colleagues. If he was unwilling to change his attitude, I would have a word with top managers regarding the issue and would follow the companies rules and guidelines. I would keep another meeting with him and would discuss the reasons for doing this. I would move him to another team where he is comfortable working. I would ask each employee to give feedback about each other’s so that they can feel respectable and their participation in decision making will lead to job satisfaction.