

Manila city banks case study

Business



Make an agreement in both parties that if it will happen again, here will be a punishment to those who have made mistakes. 6.

Give incentives to those MS branch managers who submit the reports on time. 7. One week suspension to the MS branch manager who ever submits report late. 8. Surprise evaluation of the MS to the MS branch managers.

9. Rotation of branch managers. 10. Conduct seminar on how to accomplish the report. 11 .

If appropriate, acknowledge the other person's point of view and provide clarification on any misunderstandings. 12. Encourage them to propose solutions.

Ask them to offer at least one resolution to any complaint. 13. Take disciplinary action quickly when appropriate and if necessary following your company employee policy manual.

14. Find out who is passive and offer guidance and corrective action promptly when you observe these negative behaviors. A good place to start is with departments, groups or teams that are not meeting their goals. 15. Encourage the manager to take a few minutes to be alone. That way, the individual can work through strong emotions and avoid scenes or actions that he or she may later regret.

Plan of Actions Plan A. Give Incentives to those MS branch managers who submit the reports on time” (P. S no. 6) Justification: MS branch managers' incentives can generate healthy competition between other MS branches. If only a certain number of branch managers receive incentives based on

individual or group performance, which can make everyone work harder, if the incentive, is compelling enough. Concurrently, commission schemes, which are another type of incentive, can spur managers to work smarter and harder, because a significant portion of their pay depends on performance incentives.

Incentives can also make managers feel as if their hard work is appreciated, thus reflecting well on their MS heads and the company as a whole. A hope for a reward is a powerful incentive to motivate other managers. This will include Job satisfaction, Job security, job promotion, and pride for accomplishment. Therefore, incentives really can work to accomplish the goals of a concern. Managers' performance can only go two ways: it can either get better or worse.

Stagnant performance does not merit any incentive.

As an offshoot, managers are forced to evaluate their current performance if it actually warrants an incentive. Incentives challenge managers to move from where they are, to do what they've never done before, and to be the best at what they do. Plan B. " Once a year Supervision and Management training for MS branch managers" (P. S no.

1) Justification: The HRS department of MS will conduct a once a year training with an objective of " meeting the challenges of the current environment demands strong (relationship) leadership, technical contentions, and exceptional relationship skills" to all the MS branch managers.

This training will help the MS to ensure that the team will continue to have skills and knowledge to keep pace and perform well. The training will hold manager's attention, motivate them to learn and deliver real business exults. Through this training, their skills and knowledge that they already have will be improved and will be added. This training is also designed to promote reflection in the learners and how the concept relates to their work place.

In this training, managers are going to challenge and equip employees to assume major responsibilities within their organizations.

The trainees will return to their branches equipped to conduct power analyses, cut issues, lead major actions, and create a core team. Also, this will improve the performance of managers by increasing their effective leadership skills and be ready to meet the difficult challenges of today's economy and business world. MS leadership training will provide numerous avenues for enhancing the qualities of good leadership in the MS branch managers and in MS team Plan C. Twice a year re-evaluation conducted by HRS department of MS to the MS branch managers" (P. S no.

2) In the first 6 months, the HRS Department will conduct a written evaluation to the MS branch managers by means of evaluation forms. These forms will be kept by the HRS department AT MS. Nine ten next 6 months, ten evaluation wall De vernal Day means of an interview. During the interview, the HRS department of MS will compare their answers on the evaluation forms to see if there are changes to his or her performance.

The managers are assessed in all areas related to the suspected disability, including, if appropriate, health, vision, hearing, social and emotional status,
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general intelligence, academic performance, communicative status, and motor abilities. The re-evaluation process will provide the MS a unique opportunity to hear and understand the needs and concerns of the MS branch managers.

This process will also ensure that MS track and document any conduct or performance problems. Through re-evaluation, MS branch managers will know what the MS expect of them.

They will receive feedback, commendation, and criticism of their performance, and will be on notice regarding any perceived weaknesses or concerns. Plan D. “ MS branch rotation of branch managers” (P.

S no. 9) MS branch managers will be rotated in every 6 months and the officers get rotated in every 3 years. The MS branch managers will be stationed to other branch. Through this, the branch manager who used to manage the branch which submits the report late will be compared to the other branch manager who submits the port on time that will be assigned to his or her branch by their performance.

Due rotation, managers know about a variety of problems.

The organization stands to benefit as the manager become competent. As and result, the MS gets managers who can perform a variety of tasks to meet contingencies. It will also develop wide skills among managers.

Personal growth of manager also improves because he or she is immersed to a new environment with the new set of officers. Successful completion of

each rotation allows managers to prove their abilities and adaptability while familiarizing their selves with the branch's' systems and software.