

Business management (forum post and reply)

[Business](#)



Assignment Organizational planning has become extremely important in today's competitive business world because of the changing business and political environment (Daft & Marcic, 2010, 142). Organizational planning involves setting goals and making action plans to achieve those goals. These goals can be related to profitability or efficiency. An organization might plan to drive its cost down on a systematically in a few years in order to increase its profitability. Organizational planning is also closely related to chain of command because plans are often made at the top level management. Personal planning involves setting up objectives for personal life. An example would be a plan to lose weight or start exercising. Another example of personal planning is to allocate time for family, friends, and work so that work life balance can be achieved.

Planning and organizing are different in the sense that planning involves setting up future goals and actions plans while organizing has more to do with arranging resources in order to achieve those goals. Organizing in management means to assemble resources to implement the action plan that is designed in the planning process. It is, therefore, safe to say that both planning and organizing complement each other.

Daft, R. & Marcic, D. (2010). Understanding Management. New York: Cengage Learning

Assignment 2

My former boss always kept himself involved in the work of employees. His involvement was appreciated by employees because one can always turn to him for help. My former boss also took responsibility for his subordinates which is why everyone liked him. He also encouraged debate and consulted everyone before taking decisions like setting up night shifts. This is another <https://assignbuster.com/business-management-forum-post-and-reply/>

positive leadership trait because it is essential to keep everyone on board. One negative leadership trait of my former boss was that he was tough on bad performance. This is a negative trait because he used to lose his temper sometimes while talking to employees regarding performance issues. Another good leadership trait was that he was decisive and never got confused in making decisions. This is a must in every leader because this separates a leader with a follower. Being decisive is important to move forward for a leader and this is why it is a positive trait (Schyns & Meindl, 2006, 279).

My former company used control tools like traditional feedbacks to inform the subordinates regarding their position and performance in the company. This feedback was given verbally by immediate supervisors and the whole process was not very formal. I would give a grade B to the feedback process of my former company because it was not such a big company and therefore formalized feedback wasn't needed. The feedback process, although, could have been more extensive.

Schyns, B. & Meindl, J. (2006). *Implicit Leadership Theories: Essays and Explorations*. New Jersey: IAP

Assignment 3

I think when there is a strict chain of command, organizational planning is done without taking input from the lower level employees. This is a weakness with tall hierarchical organizations because there is a lot of gap between managers and employees. Also I think planning precede organizing as first firms plan what they want to achieve and then they assemble resources to put those plans into actions.

Assignment 4

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I like the part where you mention promoting synergy in organization for organizational planning. I think it is essential that everyone is at a same page when planning goals otherwise employees might not feel motivated to work hard for achieving those goals. I think synergy is an essential part of organizational planning.