

Management



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INTERNATIONAL SYSTEMS CORPORATION - AJAX PLANT Introduction

Managers play the most important role in an organization. By their skills and qualities, they can either run a company or ruin it. They think incrementally and do the things right instead of doing right thing only (Richard Pascale, 1990). Being a manager of International Systems Corporation- Ajax Plant, I am doing my level best for the betterment of our Plant. Though I joined Ajax Plant recently, I bear a good experience in this field. I had been manager for Research and Development for International Systems' Northern Plant before coming here. As a manager I have been looking for the problems and challenges arising and trying to resolve them.

Ajax Plant: an analysis

The most significant problems that are affecting the plant include, material cost and a bad co-ordination between Research & Development people and Production engineers. Repeated design changing is making the overall cost higher. Had been designs coming from R & D section go directly for production without any more rectification, cost would have lowered.

Being responsible for running the plant smoothly, I sorted out 3 top priorities.

Instead of placing several designs in parallel, designer should be asked first to complete model 80 and then look for others like model 95 and its similes. There is a dispute between R & D and Production peoples. One is blaming the other, which forces me to incorporate one special investigation team to govern actually where the conflict is. One design after coming to Production section does not reserves the right to be changed without proper notification to me.

According to the notice sent by Employee & Community Relation Manager,

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we need to hire women and people of color very soon and make sure a higher percentage will be recruited into Production section which requires more effective manpower.

Nothing is born perfect. We have to give the color of perfection. Question is not how effective we are, rather question is how much more we have to be. There must be a good relation among the people in the department as well as within various departments. After getting sure that design is complete and may rule over the market then only materials should be purchased. Otherwise it's immaterial to periodically purchase and change the model structure.

To set up good relationship, weekly meetings will be organized where all the in- charges of various sections may come with their ambiguities and questions if any. Other than this, picnic party, cultural activities will help the employees to intermingle. As Baker and Baker is interested for our model 80, so production engineers must do their work to make the product available as soon as possible. After that only other models and multi channel digital system will be carried out. As we are hiring people, later on works can be split up. The product whose design is about to complete; before going to production department, requisites must be sent to material management people. If after purchasing any such modification is required, it should be done showing valid cause before me. Finally, instead of maintaining own records department heads are requested to provide necessary information to the finance authority.

Response to Robert Strauss

We all know that company is running above the projected expenditure for last few months especially due to higher material cost. I have understood the <https://assignbuster.com/management-essay-samples-12/>

actual reason behind it. It has been decided, next time onwards prior to sending the design to production department, a list of required materials will be given to your department. And also designers/production peoples are not allowed to change the design so easily ensuring proper utilization of the resources purchased. Model 95 will be told to stall for a moment till model 80 gets done. Another discussion I want to make with you regarding the materials that remain unutilized due to the changing of designs. We will check if they can be used for any other purposes or not. So get a free time and sit for an informal discussion.

Response to Henry Taylor

I have gone through a detail study regarding the higher expenditure. Its true, material cost is going out of our control. A special team will be sent very soon in order to verify proper running of R & D as well as production department. One company is interested for our products and that's why now we will be looking for that product only to maximize profit. For the time being engineers will be concentrating on model 80 only instead of running 2-3 products in parallel and then getting stuck. Hope our company will recover the previous excess expenditures very soon.

Conclusion

Stability of an organization is judged by its problem solving approaches. A good manager needs to tackle those problems and come to proper solution very soon. For one solution first thing requires is imagination; after that planning and if these two work fine then finally implementation of that idea is carried out. It's a continuous as well as never ending process.

Reference

Richard Pascale, “ Managing on the Edge”, Penguin Book, pp 65, 1990.