

The accident compensation corporation business essay

[Business](#)



Goldenstate Manufacturers is an influential textile-manufacturing-company in the business for over 30 years located in Australia. Also the company is the top five manufacturing organizations in the country, and it employs over 1700 employees. So there are many purposes and reasons of the company's establishment. The company offers a wide variety of job to 1700 people in Australia and gives work positions opportunity to the community. Then that will encourage the employees to work harder and harder to improve the quality of the product, and the company will develop quickly. On the other hand, Goldenstate Manufacturers has a important position in financial industry in Australia, so they need to keep their productivity level to its maximum. Also when they find they did a good job and make benefits for Goldenstate Manufacturers, they will be more confident and imaginative. Furthermore, providing high quality productions to residents at reasonable cost that would increase satisfaction of customers, more and more people will come and buy the products. b) Identify three other types of organizations and explain how their purpose and reason for establishment might differ from Goldenstate Manufacturers. Starship Children's Hospital and Foundation. Starship is a comprehensive children's hospital in Auckland, designed to focus exclusively on children and their health needs. Starship provides a wide range of complex medical, surgical and mental health services for children throughout New Zealand and the South Pacific. Make sure you visit the Starship Foundation on this web site for upcoming fundraising events, the list of generous supporters and celebrity helpers or to make a donation on our secure server. This is an non profit and charitable organization. But Goldenstate Manufacturers is a business company, making

benefits is the goal of the company, that's the difference. The Accident Compensation Corporation covers the costs of treatment for cases deemed 'accidents', including medical misadventure, for all people legally in New Zealand (including tourists), with the costs recovered via levies on employers, employees and some other sources such as car registration. So this is a company which can help social people and make benefits for the employees. KFC Restaurant is a fast food industry that provides food promptly. It includes the content of the fast food, its packaging, and taking of orders and delivering of food. Also their primary purpose is to satisfy customers, which is guaranteed by observing and maintaining a food standard and quality of service given. Both Goldenstate Manufacturer and KFC are customer centered that focuses on the quality of their products offered to the community. 1. 2 Identify the main roles/functions

Mark (CEO) - Mark has been assigned a goal of "optimizing the production and improve the quality of the finished garments to the required level within six months' time". A Chief Executive Officer (CEO) is the highest-ranking corporate officer (executive) or administrator in charge of total management of an organization. An individual appointed as a CEO of a corporation, company, organization, or agency typically reports to the board of directors. Also he can point the problems in the company with his knowledge and experience, and solve the problems in his solution. Carl (Operations Manager) - The operations manager job description defines the core tasks and accountabilities of the operations manager role. Regardless of the type of industry or organization the main purpose of an operations manager is to plan and direct operations and improve productivity and

efficiency. Operations managers plan, direct and coordinate the operations of an organization. The general operations manager is responsible for ensuring and improving the performance, productivity, efficiency and profitability of departmental and organizational operations through the provision of effective methods and strategies. Quality Control Manager - Quality manager aim to ensure that the product or service an organisation provides is fit for purpose, is consistent and meets both external and internal requirements. This includes legal compliance and customer expectations. A quality manager, sometimes called a quality assurance manager, coordinates the activities required to meet quality standards. Quality manager also monitor and advise on the performance of the quality management system, produce data and report on performance, measuring against set standards. Research and Development Manager - Plans, organises, directs, controls and coordinates policy advice and strategic planning within an organisation. A Research and Development Manager creates and develops products in accordance with market demands. These products include chemicals, plastics, pharmaceuticals, food and drink, artificial fibres, toiletries. However, it will almost certainly involve designing and developing new products and processes in accordance with market demands; applying new technologies, including: hydrolytic kinetic resolution technology; solid phase synthesis; and novel hydrogenation methods; optimising production by analysing processes and identifying process conditions; designing, installing and commissioning new production plant; undertaking small and intermediate-scale manufacturing and packaging activities; providing solutions for environmental considerations, especially in

plant design; ensuring that operator, environment, process and product safety aspects are considered. 1. 3a) Explain how effective you feel Goldenstate Manufacturers is in meeting its purpose Goldenstate Manufacturers is an influential textile-manufacturing-company in the business for over 30 years located in Australia. Also the company is the top five manufacturing organizations in the country. But Effective toward the Goldenstate operating manufacturing 'purpose is not to do with expectations. That the speed of production and dissemination showed their own weaknesses, coordinated traffic is limited, the lack of capacity of the team leaders and supervisors. The problems are that a considerable decrease of 20%, the growth of the company's manufacturing, customer dissatisfaction, reduced in quality products. In addition, the communication barriers between company managers and ways of thinking and management methods are different, for example, Adam, knitted manager and Ron, complete the manager, they all adhere to the concept of " my way or no way". Also James, printing and dyeing managers do not emphasize the tasks among staff, but only worry about their emotions affect productivity. Their aim is to provide high-quality products rather than using chaos sector relations and leadership to solve the problem. b) List four main management skills or competencies needed for it to be competitive c) Explain why you feel each of the four skills or competencies list in 1. 3(b) are important Conceptual Skills: Ability to use information to solve business problems, identification of opportunities for innovation, recognizing problem areas and implementing solutions, selecting critical information from masses of data, understanding the business uses of technology, understanding the organization's business

model. Communication Skills: Ability to transform ideas into words and actions, credibility among colleagues, peers, and subordinates, listening and asking questions, presentation skills and spoken format, presentation skills; written and graphic formats Effectiveness Skills: Contributing to corporate mission/departmental objectives, customer focus, multitasking; working at multiple tasks at parallel, negotiating skills, project management, reviewing operations and implementing improvements, setting and maintaining performance standards internally and externally, setting priorities for attention and activity, time management. Interpersonal Skills: Coaching and mentoring, diversity ; working with diverse people and culture, networking within the organization, networking outside the organization, working in teams; cooperation and commitment. 2. 1a) From any of the leadership theories you have studied on the course identify and briefly explain which theory Ron, the Finishing Manager most closely aligns with, giving evidence from the case study to support your comments Ron, the Finishing Manager does not allow his staff the liberty to take any action or make any decisions without his acknowledgment. So that means the staffs should ask his opinion before make any decision. And he most closely aligns with transactional theory. b) Identify and explain the Leadership styles of Adam, the Knitting Manager, and James, the Dyeing Manager giving evidence from the case study to support your comments Adam, the knitting Manager believes in the philosophy of " My way or no way". She shows an example of an Autocratic Leadership Style. This type of leadership is said to be synonymous with dictatorship, where only one person presides with complete authority over the followers or workers. Their decision has to be taken as the golden rule

and is never to be questioned or challenged. They plan out everything and order their subordinates to work according to their rules. For instance, if a company has an authoritarian leader as the managing director, the employees in the company would have to work as per the rules set by him. They would not be allowed to participate in any kind of decision-making process. This may hinder the growth of the company by enhancing the productivity. In short, the authoritative leader has full control on those around him and has complete authority to treat them as he wants. James, the Dyeing Manager, does not take much notice if workers do not do their jobs, he likes to be liked by his staffs and refrains from taking any actions which might upset the team and turn them against him. His style and Adam's style is the opposite. So he shows an example of a Laissez Faire leadership style. Laissez-faire leadership is not ideal in situations where group members lack the knowledge or experience they need to complete tasks and make decisions. Some people are not good at setting their own deadlines, managing their own projects and solving problems on their own. In such situations, projects can go off-track and deadlines can be missed when team members do not get enough guidance or feedback from leaders. Laissez-faire leadership can be effective in situations where group members are highly skilled, motivated and capable of working on their own. While the conventional term for this style is 'laissez-faire' and implies a completely hands-off approach, many leaders still remain open and available to group members for consultation and feedback. c) Comment on how appropriate you feel each of these leadership styles are in the current situation- give two reasons for your answer to each style Adam, the knitting Manager shows an

example of an Autocratic Leadership Style. This style is not helpful to the current situation. It is harmful to the communication between manager and staffs, also it will create a gap. And Adam should give the staffs that work for him a chance, and receive their suggestion instead of asking them to do work directly. When the managers use this style, the staffs must be working with too much pressure, they will not be succeed. James, the Dyeing Manager, shows an example of a Laissez Faire leadership style. This is not available for Goldenstate Manufacturers. If employees work with too much freedom, they will become lazy, even they are working with good mood, the result with no quality. Also it is difficult to make decision, because everyone has different opinion, the manager should listen to all the staffs, it is waste time and money.

2. 2a) Select one motivational theory Herzberg's two-factor theory: The Two Factor Theory has had a considerable amount of practical and as well as theoretical influences. In fact, from a practical perspective, the influence of Herzberg's motivation theory can be seen at every organizational level as well as within every department. From a theoretical perspective, Herzberg's motivation theory can be perceived as having similarities to Maslow's Theory of Need with the exception that for Herzberg's theory, the needs aren't placed in a progressive continuum, rather they are divided into two independent factors. In fact, Herzberg would argue that the opposite of satisfaction is not dissatisfaction since different stimuli are involved in generating each of those emotional states, reinforcing the fact that they are not on the same continuum. As a result, these states must be measured on different scales. The Two Factor Theory or Herzberg's Theory of Motivation is still to this day, holding to the test of time. However, through its

existence there have been many critiques. In 1968, Herzberg indicated that there were 16 other studies from various parts of the world that use different population samples that are supportive of his original findings. Among the criticism of the theory, the list below is representative of the most cited ones: The Two Factor Theory assumes that happy employees produce more. What motivates one individual might be a de-motivator for another individual. Doesn't account for individual personality traits that could provide a different response to a motivator or hygiene factor. Communication management departments as a new Goldenstate manufacturer (Pvt) Ltd. Chief Executive Officer, Mark Fraser incentive business, general manager Carl Herzberg's two-factor theory, let him open the other members of the excitement lead Carl cases. Technical management personnel hesitation in hiring new employees so that he could not do their jobs effectively. Using this theory of motivation, Mark should have a general manager with the regular meeting of the entire team. A monthly meeting to the part of the management and staff the opportunity to say their new ideas and share their ideas with, which will help improve the company's. Thus, Karl and his staff meet each other, but also the application of this technology. Other factors, health, Mark first supervise him how to deal with his subordinates and guide his policy management and management team to achieve the company's goals Carl. In this method, there will be a united group, to establish a relationship with their manager, as well as their colleagues. b) Advise Adam, the Knitting Manager, of four ways he might motivate his staff so they will remain with the company Adam needs to ensure that the physical needs of his staff, which means that he in order to ensure that the salaries and wages

of all employees must be paid time without any delay. Money come from wages is an important part of the life of his staff, without it, they could not afford their basic needs in their daily lives, do not have the money, they will not be able to buy food. Another way to motivate his staff Adam respect of his subordinates in order to gain their respect and his team completed their purpose, way. Equally important is that he received from staff feedback and analysis of the strengths and weaknesses. As a result, Adam is able to monitor and evaluate progress, as well as how to deal with the problem, to solve these problems. Such as bulletin boards, e-mail, meetings, video conferencing and telephone with the team to have an open communication line monitoring progress. Finally, Adam can adjust his leadership style to be more open, more space and provide a better working environment to his employee's work performance, to meet the skills needs of the self-realization of his staff. He can motivate his employees in their work to become more creative, innovative applications properly, as long as the changes can help improve the quality of their work, and effectively to achieve their goals, Adam am pleased to open to accept changes. 2. 3 Mark the CEO has hold Ron, the Finishing Manager that he should delegate more. You are assigned to coach Ron though the steps he must take to delegate effectively. a) Explain to Ron 3 benefits of delegation , using information from the case study to illustrate your comments. The benefits of the delegation, Ron can be achieved:

- Accountability: some of the specific tasks assigned to his staff, Ron employees can do a better job, because they can feel that they have personal accountability results of the tasks they perform, despite the fact that the final decision and responsibility to remain in the decision delegation

who hand. Worker / employee who is assigned the task will be the implementation of responsible for their work. In addition, Ron lost his staff to minimize the risk in the finishing department. Some accountability results are set out below: 1 performance will be improved 2 better employee participation and participation 3 increase employee commitment and ability to feel 4 allow for more innovation and creativity 5 better employees and their job satisfaction and morale

- opportunities for staff development: his staff assigned new tasks, so that they feel that they have more responsibility and his staff have the opportunity to be stretched and the challenges of the new position, because you want to open several employees every day work and do the same tasks day after day. Appoint Ron can give employees the opportunity to develop more professional skills and work experience. This experiential development of the best things most cost manager sometimes monitoring and presentation
- empowerment: Finish Manager can benefit from the delegation of the development department. Ron This will help to build and strengthen his personal capacity and his staff will be valued more respect for his staff and superiors. Delegation here, too, there are some more benefits. Streamline his workload, Ron can have more time to focus more on the essentials of management tasks. His staff will feel more motivated and self-confidence, because they already trust, as well as the stress level of the entire labor force also declined.

b) Explain to Ron 5 steps needed to be taken for effective delegation. The need for effective delegation The first step is to select a team. This step includes the causes and attributes of the person / team appointed to know the goals and objectives of the program. Whether it is a delegate should be aware that the

idea of a delegate. The second step is to assess their requirements and needs, their ability to do the task, and how they understand their duties and responsibilities. Explained, they are assigned capacities and specific job or task has been delegated. Training should be provided if it is considered necessary. The chosen people should be trusted and have the basic skills of a manager. The third step is the expected results, including the final product of a task and its corresponding result negotiations. The discussion a prerequisite to participate in other services required by the financial budget, functional equipment and production, such as the work done. The date stated deadline and reviews, while observing their reactions, give directions at the same time. The fourth step, support and communication with other departments and section chief task is delegated, as far as possible, should be a delegate is responsible for notifying the team about delegating responsibilities. The final step is the evaluation. After the evaluation of work performance, it is important to let others know of their progress, and whether they are able to achieve the target specified by the department. Ron should discuss things did not go well, this point needs to be improved staff. Solve their reaction to the task and results - whether it may be a good result or not. Always the goal has not been achieved, to determine the point, need to be developed, in order to pass to the next person to be delegated.