

Norris company exec summary essay sample

[Business](#), [Employment](#)



OVERVIEW: The Norris Company is a nation-wide commercial business based in Midvale, Utah that specializes in color printing and operates three printing plants. It employs 350 people with approximately half of them working in the central plant – where the main office and head management are located.

Chet Craig has been with the company for 11 years and recently became the central plant's manager about a year ago. All employees in the central plant report to Chet. Unfortunately, the central plant of the Norris Company is falling behind schedule.

PROBLEMS: Many of problems being faced by the company happen to occur in the central plant and one of the biggest ones is the employees' tardiness. Also, the supervisors in the plant are unable to make decisions by themselves. Moreover, there are numerous enquiries from the upper management about the status of the central plant.

CAUSES: A logical cause of the employees' tardiness includes no verification or accountability, as the employees do not need to call in. This shows a lack of fit between the organizational process and the people. Supervisors are not self-confident and rely too much on Chet for direction. This shows a lack of fit between the people and tasks. All members of the upper management have enquiries for Chet, even those that he does not directly report to. This shows a lack of fit between organizational structure and tasks.

GOALS: The Company should aim to increase output by at least 30% in the coming year. Another goal is to increase production efficiency by a minimum of 50%. Lastly, HR should be able to recruit another 20 employees to the central plant.

ACTION ALTERNATIVES: A clock card machine should be introduced for all employees to use. Employees should go through a course of training and be motivated using bonuses and benefits. Lastly, job descriptions need to be re-outlined to all employees of the company.

RECOMMENDATION/IMPLEMENTATION/CONTINGENCY: The best alternative would be to re-outline the job description to employees so everyone knows what is expected of them. A printout for each employee should be made and given to them in a plant meeting where they will be explained thoroughly. This should take about a week to organize and the meeting should be no more than 3 hours. In case of obstacles, such as employees not showing up, an e-mail should be sent out to them to inform them of the minutes of the meeting and to schedule another meeting for them.