

Free report on system analysis

[Business](#), [Company](#)



3. 1 HOW LEADERSHIP APPROACHES FALL SHORT OF CREATING CONDUCIVE ENVIRINMENT FOR GROUP. 10

3. 2 RECOMMENDATION10

4. 0 REFERENCES..... 11

1. 0 TASK ONE.

1. 1 PEOPLES MANAGEMENT PRINCIPLES

Johnson and Johnson group of companies is multinational organization who have known the value of peoples management in their day to day running of their business. For any business to succeed there must be a very effective management of people, inorder to achieve efficiency and high productivity Johnson and Johnson group of companies have implemented the following principles in managing its employees;

1. Motivation

The company has realized that employee motivation is key to the improvement of the performance of the employees and also to the general productivity of the company. The company provides a good working environment for its employees so as to create a job satisfaction for its employees. Employees at Johnson Company are given space to impelement their own ideas rather than been dictated on what to do, this increase employees job satisfaction and also encourages innovation in the company (Akerstrom, 2006).

The company's mission and vision is also another source of motivation for the employees, the company also ensures that employees have understood the company's mission and therefore knows what they are going what is

expected from each one of them to achieve the stated mission, this also aspires the employees to work hard.

Strength

- Principle of motivation ensures that individuals are satisfied with their job thus high job performance which in turn leads to high productivity.
- Employee turnover are also low which reduces the cost of hiring new employees thus saving on cost

Weaknesses

- Every person has his own taste and preferences and it is very difficult to know the preferences of each employee and implement it.

2. Principle of equity

The company practices the principle of equity where each staff is treated equally. The promotion method is purely on merit and each employee is accorded equal chance on matters of decision making.

Strengths

- Employees will feel valued and therefore increase their performance
- Appointment to the key position is basically on merit and therefore right people are chosen for right job, which increases performance in the organization.

Weaknesses

- Many employees may possess the same qualification and those who are not promoted may feel that they are discriminated.

3. 0 Principle of fair remuneration

The organization ensures that remuneration paid to its workers is fair and reflects the sacrifice made by its employees. The remuneration is also based on the cost of living of the country the employees are based on, the work assigned and the prevailing wage rate in the economy.

Strength

- This ensures that the customers are satisfied with their job which indeed will improve their productivity.

Weaknesses

- Johnson is multinational company different staffs in different countries are paid different salaries which leads to inequity.
- The prevailing wages in some countries are too high and the company cannot afford to pay it given its financial status.

4. 0 Principle of initiative

Workers are encouraged to take personal initiative in undertaking its duty. They are given space to implement their own ideas without been directed always on what to do. This increases employees' satisfaction in the organization and also boosts invention and innovation.

Strengths

- Employees enjoy working in the organization as it increases their zeal and energy in undertaking their duties.
- An atmosphere of trust is created within the organization.
- It also leads to invention of new ideas in the organization as employees are allowed to explore their own innovative ideas.

Weaknesses

- Some employees may misuse the freedom they are given by the management, which is therefore detrimental to performance of the company.

5. 0 Principle of scalar chain

The orders always pass from the highest to the lowest. The order from the company director should pass through all channels involved to the lowest stage in the channel. However in the case of urgency this principles cannot be applied because it is time consuming and costly.

Strengths

- It ensures that maximum control of the employees by the managers.
- Managers are also motivated and feel in control of the duties entrusted with them because all the information regarding the employees they are in charge of passes through them.

Weaknesses

- It is time consuming because the information passes through many people before reaching the person it was intended to.
- It can lead to a lot of inconvenience in case of emergency because the required person cannot be contacted directly.
- The top management are cut out from the subordinates because there is no one to one conversation which leads to dissatisfaction among the employees.

6. 0 Principle of division of labor

The organization is divided into departments and each department has its

own function that they are required to undertake. There is production department, sales department, Finance department etc, and each department is independent in its own.

Strengths

- This principle ensures that individuals are allocated the job which they can perform best and therefore improving their productivity.
- An individual also does the same job repeatedly and therefore there is specialization of duty which leads to efficiency.
- It encourages invention and innovation within the organization as individuals does the same job daily and he might come up with better ways of handling the assignment.

Weaknesses

- It is boring to do the same job repetitively and may demoralize the employees.
- Employees are also not given chance to specialize in other areas and therefore organization does not produce an all rounded employees.

1. 2 CURRENT LEADERSHIP APPROACH

The management of Johnson and Johnson family business uses autocratic leadership style in managing the company (Donovan, 2006). The companies major decisions are made at the companies headquarter and communicated to the employees on how to implement the decision. The employees are only asked of their opinions but in any way do not influence the decision that will be made by the board of directors.

Strengths

- This type of leadership ensures that decisions are made quickly. Taking into account that the organization has many employees, consulting employees on the decision to be made will be time consuming and therefore a strong leadership style is needed to make a quick decision.
- Decisions made under this approach also ensure that they are in- line with the organization mission and vision.

Weaknesses

- This kind of leadership are always seen by employees as dictatorial because they are dictated everything to do and they don't have freedom to choose for themselves. This may lead to resentment from employees.
- Since employees are also not consulted on the decision made, there maybe not implement the decision as it may be required by the management.
- This kind of leadership also hinders creativity and innovation within the organization employees are not fully consulted on decision making.

1. 3ORGANIZATIONAL CULTURE AND BEHAVIOUR

Employees are allowed to work as a team, the management has created a forum for the employees where they can share creative ideas (Dejon, 1978). There is also a training program initiated by the management where some few employees are chosen from every department and they go through some rigorous leadership program, after the training the leaders are sent to different countries where they go and nurture other young leaders. This ensures that organization has well trained and experienced leaders who will accomplish organization mission and vision.

Being a multinational company the management has also ensured that it

takes into account the culture of the people when making decision about its overseas branches. Some of the decisions that have an impact on the culture of indigenous people are also decentralized so as to integrate the local culture in decision making (Donovan, 2006).

Strengths

- This kind of culture ensures that employees' local cultures are considered when making decisions; therefore there is less resentment from the employees.

Weaknesses

- Decentralization of employees may be against the organization mission and vision and the management may lose control over the company.

2. HUMAN RESOURCE ISSUES

1. DIRECTION

Human resource should provide a direction to the employees on the duties that are supposed to be performed by each employee.

2. Performance appraisal

In order to ensure equity among the employees, the human resource should carry out performance appraisal like performance contracting and all the employees should be sensitized on how performance appraisal are done so in order to ensure satisfaction of all employees.

3. Job training and recruitment

Human resource responsible for the recruitment of the staff to ensure that only qualified staffs are employed and also undertake a job training for the

employees.

4. Motivation

Human resource department is also responsible for the motivation of the employees, by implementing measures that increase employees' morale.

2. 2 RECOMMENDATION

Job training should be included into the people's management principle so as to increase the performance of the employees. Adequate control should be put in place in order to prevent shirking and it also ensures that employees do not misuse the principle of initiative. Salaries of all the employees should be standardized irrespective of the country to uphold the principle of equity.

3. 0 TASK THREE

3. 1 HOW LEADERSHIP APPROACH FALLS SHORT OF CREATING A CONDUCIVE ENVIRONMENT FOR GROUP

The organization has adopted autocratic leadership approach where the major decisions of the company are centralized (OGILVIE, 2005). This type is detrimental to the group since the decisions are made at the top level and dictate to the employees. There is also no provision for group decision making thus the essence of a group is completely discouraged within the organization (OGILVIE, 2005).

There is no incentive of involving in group work since their ideas are not will not be considered in decision making and therefore many employees shy away from the group.

3. 2 RECOMMENDATION

The management should adopt democratic approach where employees are

involved in decision making of the company; this will ensure that employees' ideas are used in major decision making which will motivate the employees to participate in group discussion so as to come up with viable ideas.

REFERENCES

- OGILVIE, J. R. (2005). The best test preparation for the CLEP: principles of management. Piscataway, N. J., Research & Education Association.
- KOONTZ, H., & O'DONNELL, C. (1972). Principles of management: an analysis of managerial functions. New York u. a, McGraw-Hill
- TRIPATHI, P. C., TRIPATHI, P. C., & REDDY, P. N. (2008). Principles of management. New Delhi, Tata McGraw-Hill Pub.
- Top of Form
- DEJON, W. L. (1978). Principles of management: text & cases. Menlo Park, Calif, Benjamin/Cummings Pub. Co.
- DONOVAN, P. F. (2006). Johnson & Johnson: 75 years of caring, Australia and New Zealand. North Ryde, N. S. W., Johnson & Johnson Medical.
- AKERSTROM, A. (2009). Corporate Governance and Social Responsibility Johnson & Johnson. München, GRIN Verlag GmbH. <http://nbn-resolving.de/urn:nbn:de:101:1-2010091110782>. Bottom of Form