

# Mount ridge engineering system

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According to the facts presented In the case, the Plant Superintendent Larry , was managing day today operations of the Edison plant, which was one of the first five plants built by Mount Ridge Engineering Systems. This plant is located in Eastern Nova Scotia and has 45 employees working for it. All of the employees worked under Larry , who he had authority over and he had to only report to the manager of the plant and operations. On the other hand. The Vice Press end of Human Resources was Joyce .

Her responsibility was to forecast the number of employees that would be needed by the organization and to make sure that the demands were met b y the right amount of supply and the right type who would be fit for the Jobs and qualified enough. Moving on to the absenteeism and termination policy, the of . Joyce was the one who had formed this policy when the company first started, which stated that if an employee is absent ND does not mention this to his or her supervisor, he may be terminated.

This was one of the many other policies created by her. The people responsible to make sure these policies were properly followed were the superintendents who worked more closely with the plants staff. Adapted from , , MacAfee & Masquerade. (2007, peg 39) The HER managers only have staff authority which means that they're only allowed to a advise the superintendents on what needs to be done, whereas the superintendents have line a thirty which means that they can make direct decisions for the staff.

Occasionally the HER managers will be given functional authority in complex or uncertain situations, which allows them to make direct decisions, usually the ones made by line managers.