

# Decision making

Business



Q Ans. The 5's model provides a framework for assigning tasks and monitoring performance with a view to optimizing the productivity of workers and ensuring achievement of organizational goals.

Q. 2: Ans.

The 5's model works by drawing management's attention towards five areas, namely clarifying roles, reinforcement, regulation, rewards, and resources.

The 5's model directs management to clarify roles to all workers so that there are no overlapping areas in terms of responsibility. It directs management to reinforce the workers so that they are able to achieve the assigned goals. No system can work without regulation, so it is understandably one of the core elements of the 5's model. 5's model guides the management to reward the employees for their work. 5'S model emphasizes on providing the workers with resources.

Q. 3: Ans.

Role clarification helps improve productivity. Reinforcement inculcates motivation in the workers to achieve the assigned tasks. Regulation promotes clarity of vision and clarity with respect to what behaviors are allowed. Workers need this clarity in order to behave as required of them. Reward reaffirms the workers that they are on the right track and that they are being noticed. Being assigned resources, it becomes easier for the workers to achieve their goals.

Q. 4: Ans.

Role clarification helps eradicate interpersonal conflicts. Reinforcement reassures the workers that the work they are doing is of importance to the management and the organization as a whole, so that the workers feel owned, important, and appreciated. Regulation promotes clarity with respect

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to what behaviors are forbidden so that workers refrain from displaying them in the workplace. Rewards keeps the workers from feeling neglected.

Without resources, workers might take too long or never be able to accomplish the assigned tasks.