

Treadway tire company

Business



Driveway tire company case study is focused on negative work policies that are implemented by General managers and supervisors for the line foremen, it apparently has a turnover problems due to consequent conflicting decisions made by management. BackGround: To improve the overall production by reducing the existing turnover situation, Ashley Wall from Greenville plant was sent to lima plant.

Problem: The major problem with driveway tire company can be noticed from foreman perspective and company perspective Foreman Perspective: Hired as a fresh graduates from college, there is no much training for both new and existing foremen.

There is no standard authority with a lot of responsibilities and the foreman really has a little control over the authorities and with their own staff.

Company Perspective: A hectic work schedule of 12 hours shift with just two breaks and an half hour meal time.

An “ us” versus “ them” relationship distance between foreman and managers which always had a conflicting expectations. Opportunities: According to Frederick Herzog and Abraham Moscov value theory, the company would create an environment of self actualization with esteem and love/belonging nature of relationships and strives to take care of safety and physiological needs of their employees to become a most efficient company.

According to Livingston with Improved training and recruitment process and support from seniors will make the company a better place to work .

Suggestions: Mentoring program: The foreman mandatory needs more guidance, support and training to work along.

The company just estimated looking only at upfront costs and not being able to see the big picture, A formal training with a little upfront expense would probably give a little maturity.

Employee feedback program: there is a communication gap between lower and higher level employees, there should be more employee feedback programs to give voice and encourages them to speak on uncover problems. Treadway tire company case study By captivate should create an environment of self actualization with esteem and love/belonging improved training and recruitment process and support from seniors will make the would probably give a little maturity.