

# Case study in hrm

Business



Lack of effective communication between the management and employees with the failure of the Trade Union to act as a buffer. 2.

How would each of the approaches to management in this chapter analyze the case? A. The human behavior approach to management would indicate that the corporate entities at the top of the ladder were not properly aware of the discontent of the employees. The socio-technical and management science approach shows how the lack of effective feedback from the employees both at a personal level and at a professional level lead too breakdown in the chain of command. How should the plant manager restore production on the assembly line? A. The plant manager should Improve the conditions of the working environment and provide better facilities to the employees. The two rogue employees should be suspended for gross misconduct.

Fling them will not be a good option because that may give rise to insecurities among other workers. The supervisor need not be touched as he was prevent future production interruptions? A. The policy of the management should be to set up grievances boxes so as to better perceive the employees problems and take actions accordingly. . If there is an underlying struggle for power in this situation, precisely where does it lie? Which theoretical approach to management policy is best suited to answer this question? A.

The Trade Union is trying to manipulate the management policies so as to establish itself as a power player in the eyes of corporate. This essentially is the power struggle. The theoretical approach that should be utilized is

decision science I. E. Incorporating the feedback from employees and include them in the management policies.

The initial situation rose out of the lack of understanding between the management staff and employees.

\* Such conflicts can be resolved by employing proper man-management practices such as grievance solving sessions and one-to- one interactions. It is highly recommended that the upper echelons of corporate deploy procedures that take into account the day-to-day problems of employees. \* Corporate should formulate strategies based on the results of all the interactive sessions with the employees so as to prevent alienating the employees from the management.

The case study reveals the underlying problems in man-management that is an issue for almost all companies. \* The effective way to handle such problems, is to incorporate new approaches to management such as decision science, behavioral pattern studies etc. , so as to take into account the employee feedback and address grievances faster, for effective personnel management.

\* All these measures would enable the upper echelons of corporate to formulate strategies as per their talent polices, for better cohesion at all levels.