

The payola case study

[Business](#)



The Payola's universal principals of management that are evident in the C. F. Martin case are first division of work because they had sent people who specialized to deal Ninth certain issues when they needed to.

Authority and unity of direction because even the quality manager had to be told that they are to make perfect guitars and that is the company goal and to try to get everyone on the same page. Unity of command because for years they had the idea that the boss makes the decisions and the workers follow it and go home.

Most certainly there was subordination of individual interests to the general interest as the employees seemed to feel left out of what they were doing. Centralization could be found as the company needed to find balance within its structure of organization. Order was found because workers need to do their jobs based on the needs of the company. Equity I believed to occur after they began to listen to the workers more and change how they did things organizationally.

Initiative was taken by the narrator of the case study as he took a class to improve how his company did things.

Esprit De corps happened later on as Nell as everyone began to work with better teamwork. 2. Mary Parker Foulest would probably like Chris Martin's management style because Chris learned the value of teamwork and passed it on to his employees. This way they would go along with Mar's belief that praise from higher management, in this case giving them profit sharing, showed the workers some recognition and that would make the workers Nor harder. 3.

Chris is a Theory Y manager because he cares about his company and its employees.

He did his best to offer the workers formal training, giving them profit sharing as a reward, and showing concern for employee involvement. 4. C. F.

Martin is an open system because they are now engaged with their employees more closely. 5. I would have them read *Good to Great: Why Some Companies Make the Leap... And Others Don't* by Jim Collins.

Managers need to set an example for their employees that they can always do better than they are. Being good is okay, but it would be better for them to help shape the company more to stand apart in its industry for more success through example and encouragement.