

Case study on this
part of the paper shall
look t some of the
possible solutions ...

[Business](#), [Company](#)



Management

- Major facts

The following are some of the major facts as regards to this company. The supply manager of the Eagle Manufacturing Company is Ted Jones. Ted has been facing many crises in the company. The company is also losing some of its esteemed team members. For instance, Bill Wilson has just submitted his resignation. The team is also like lacking morale or motivation to continue working. There are also big expectations from the shareholders of the company. According to Tim, the quality of the incoming parts was causing major production problems.

- Major problems

The major problem this company is facing is lack of motivation of workers, employee's turnover, and operational problems. For instance, according to Tim, in August 14th, the operations had run out of parts that week. Another problem was in the area of production; the quality of the incoming parts according to Tim was causing major production problems. The quality of the materials used led to reproduction of low quality goods and services. This also causes jamming on the reproduction machine hence making it inefficient in reproduction. Therefore, the machine downtime brought about by low quality parts reduced productivity while increasing frustration with the clients. And finally lack of coordination between various departments within the organization is another major problem.

- Possible Solutions/Alternatives

- Proper budgeting; the company ought to carry out proper budgeting so as to ensure that enough money is allocated for the purchase of high quality reproduction papers. This is important because it will enhance the efficiency of the machine hence increasing the rate of production. From the case study, the main reason for the purchase of low quality papers which caused machine jamming was because of inadequate money needed. This problem could have been brought about as a result of improper budgeting estimation.

- Motivation of the team members; the organization should put in place proper mechanisms to motivate the team members. Motivation is important because it uplift the spirits of the employees. Motivation can also help to reduce high rate of employee turnover. Remember, the one of the buyers left the company for another one. This could be as a result of low motivation and salary. Perhaps, the work being done by an individual in the organization is very high compared to the returns an organization receives.

- Proper coordination between various departments; it is prudent to note that in order for the organization to work in harmony, there is need for proper coordination between various departments within the organization.

Coordination is important because it helps in certain fundamental processes such as the procurements of a machine. We realised that certain equipment could not be purchase because of lack of coordination between various departments within the organization. This led to improper estimation of equipments cost hence hindering its procurement.

- Choice and Rationale

For the above stated possible solutions, I would rather prefer choice i and ii.

Proper budgeting and employee motivation are vital for the success of the organization. This is because employee motivation uplifts the spirits of the employees and also encourages them to perform to their fullest. This in turn increases productivity within the organization. On the other hand, proper budgeting ensures that high quality equipments are made available within the organization which in turn enhances productivity and efficiency of the team members.

- Implementation/The Action Plan

The implementation of the above stated preferred solution will call for corporation of both the management and the stakeholders of the company. For instance, for employee motivation to be taken care of, the management and the shareholders will have to agree on certain amount to put aside for the purposes of motivating the employees. Proper budgeting will have to be implemented by the budgeting department in coordination with the other departments within the organization.

Reference