

History of establishment of goldenstate manufacturers business essay

[Business](#)



a) Explain the purpose and reason for the establishment of Goldenstate Manufacturers. Goldenstate Manufacturers (Pvt.) Ltd. is a private organization that has been established in Australia for over 30 years. The purpose of the company is to produce textile products for sale and make the profit for the company and stakeholders. The company needs to hire employees to work and run the business by create and provide a good quality of products for the consumers therefore its related to be useful for the social needs and also maintaining the opportunity to work of people in that area. b) Identify three other types of organizations and explain how their purpose and reason for establishment might differ from Goldenstate Manufacturers. Private Organization is owned by someone aim to earn profit and get interest from the customers. Providing good services and satisfied customers are used in this kind of organization such as medical organizations, financial organizations, and educational organizations. According to the case study Goldstate Manufacturers is classified in this kind of organization because it's producing products for seal and make profit for company and shareholders. Public Organization aimed to provide services for people in society. This kind of organization mostly funded or control by government such as schools, public library, public transport, RSA. Therefore, the difference between public organization and Goldstate Manufacturers are the owner of organization. According, to Goldstate Manufacturers is a private organization which runs the business by the owner and stakeholders and does not under control of government or others. Also the purpose of organization that focuses on profit rather than contributes to the society like public organization. Charity Organization is function not to generate profit

but concentrate on a charitable for society such as Green Peace, Red Cross, Labor union and NGO. The difference between the charity organization and Goldstate Manufacturers is the purpose of organization, which Goldstate Manufacturers intended to make money and profit by providing services to customers. Identify two of the main roles/functions that need to be carried out by the following: Mark (CEO) : is the top position in this company. His functions are making long-range plans for the company to maintain and increase the number of customers for the company. His responsibility also can change plans and develop strategies of the company to achieve company's goal by optimize the production and keep the level of standard of products. Carl (Operations Manager) : is the general manager who position in between the top manager and the first line managers.- The roles are to manage or run plans that are given from the top manager to improve the quality of products and producing process.-Develop and maintain a relationship between the top manager and the first-line managers by giving direction or making decisions from the CEO to the first-line managers to understand the targets and goals of the company. Quality Control Manager : is the middle managerWho responsible to lead the subordinates to work and achieve company's goals such as producing good quality of products by checking standard meets regularly to makes content of customers. Also give the explanations to the staff for doing new tasks or guide the when get stuck in ay tasks. Research and Development Manager : Roles are to researching the right things for the company such as put the right staff on the right job and using the right processes to work to meet an effective of systems. Moreover, if found something does not work well or unmeet the standard,

Research and development manager is responsible to change plans or processes to improved produce of works and products. a) Explain how effective you feel Goldstate Manufacturers is in meeting its purpose. In the case study, Goldstate Manufacturers's current situation is facing the problem of decreasing in production and a number of customers. As I can see, the company's production has dropped by 20% over the past 18 months and customer's complaints have increased. According to the quality of products that not satisfied, I think Goldstate Manufacturers is not achieving its goals, as the problems that its facing caused to the major of stability of company. It can be assumed to the profit decrease and losing customers in the future. b) List four main management skills or competencies needed for it to be competitive. 1. Interpersonal skills: is a human skill to listen, discuss and understand other people's point of views. 2. Technical skills: is based on knowledge and expertise in tasks and ability to perform the job. 3. Communication skills: is the skill of communicate in organization. It is including listening skills, verbal and non-verbal skill between CEO, managers, subordinates and co-workers. 4. Time management skills: is the process of planning to work and finish its goals by the period that has been setting. c) Explain why you feel each of the four skills or competencies listed in 1. 3(b) are important. 1. Interpersonal skills are required in all level of manager, especially the middle manager because these are the one who connection between the top manager and subordinates. It helps manager to understand and know how to interact with others. 2. Technical skills: The manager should has high skill of technical because its help a lot to choose and use various methods and equipment to proceeded and finished tasks by meeting

the standard. Especially, for the first-line manager that involved with actual operations³. Communication skills: Effective communication is required in any position of organization. Works will be processed smoothly, safe, and does not lead to the major complexes if people understand each other well. Manager needs to know suitable ways of communication to avoid conflicts and remove barriers between employees. 4. Time management skills: Punctuality is important for production in an organization. The manager needs to plan and be prepared for any unexpected outcomes to sort out problems that may influence the goals. Therefore, the manager should be aware and control time spent on specific activities. 2. 1a From any of the leadership theories you have studied, identify and briefly explain which theory Ron, the Finishing Manager most closely aligns with, giving evidence from the case study to support comments. Ron, the finishing manager, who believes in the philosophy of "My way or No way". He only wants his staff to work on his own ways. Followers do not have freedom to share their ideas or knowledge. Everything, need to be under his instructions and control. He follows the same approach of Adam, the Knitting Manager and acts the same way as him without thinking about mental quality of Adam. Behavioral Theory is one of the leadership theories that means person can be the leader by learn and observation then practicing from other leaders actions and believe in both sides good and bad. 2. 1b Identify and explain the leadership styles of Adam, the Knitting Manager, and James, the Dyeing Manager, giving evidence from case study to support comments. Adam, The Knitting Manager, who believes in the philosophy of "My way or No way" which means he does not accept or allow his followers to share or give ideas. He

only wants them to work through his own way. Autocratic style of leader theory is followed by him, which means the leader makes decision without reference from anyone else or independently. Followers are not allowed to give any suggestions or ideas. Leaders order and give clear expectations to subordinates what he want and what to do. However, this kind of leadership theory may be useful in some type of business or situation when decisions need to be made quickly and decisively. James, The dyeing Manager who does not pay attention to his staff to work whatever efficiently or not. He likes to be liked by his staff by giving them freedom to work without any direction and does not follow the results if they can finish work. However, it may cause delays of fabric through the dyeing section. Therefore, leader should be serious on working procedure and results otherwise the company my influence with dropped benefit and customer.

2. 1c Comment on how appropriate you feel each of these leadership styles are in the current situation - give two reasons for your answer to each style.

1. The behavioral theory is not appropriate in these current situations. As Ron, the Finishing Manager has followed the way of work from Adam (the Knitting Manager) who very strict and retain his power by controlled his followers to work in his own way without analysis. It may influence Ron's followers to feel de-motivations and miss out the targets of work. Behavioral theory maybe more appropriate to these current situation if Ron follows good things or style of work from Adam such as quickly decisions making if needed and grab some flexible style of work from James by allowing the staff to share their ideas in some situations if needed to less stressed during workplace.

2. Autocratic leadership style is not appropriate to this situation. The staff may feel

depressed by working under controlled and pressure from leader and lead them to stay with the company only in short times. As followers who receive orders from leader all the time, they may become less self-confident for making decisions on their own. If they are stuck in tasks or got any problem, they cannot sort it out by their own because they are not train to do it. 3. The Delegative leadership style is also not appropriate to this term. This leadership style can be called " hand-off style". As we can see that James (the Dyeing Manager) is too flexible for production. These may lead delayed and under quality of products because employees can work in their own way without controlling from leader. Then, it becomes not satisfied of customer and lost profit. Delegative leadership should be used in creative section rather than production section because it may bring out good ideas to create new products for the company. 2. 2a Select one motivational theory: •Briefly describe the theory, •Using information from the case study explain to Mark how he might use the theory to motivate Carl the General Manager Operations2. 2b Advise Adam, the Knitting Manager, of four ways he might motivate his staff so they will remain with the company. Make sure you explain: •What he must do and •How he might do itHe must give the opportunities to staff to making their own decisions. In general followers like being trust and faith. They might feel more important to a company if the leader ask them to participate in some terms of working. Also give power to the staff to make their own choices and take responsibility on their outcomes. He must give incentives or rewards to the staff that perform well by facilitated in front of other employees. It is going to make them to be proud of themselves and motivated others to work perfectly. Then, it will

influence to development of production. He must give opportunities to build a career for employees by showing how they can grow their careers with the company. To promote and motivate them to work and perform their job perfectly. The staff probably stay with the company long enough to understand the target/ goals of the company and apply their experiences to do their job more efficiently. He must communicate with his staff effectively. He should be more open-minded person, who the staff can talk or consult with when they needed without fear of judgment. He better to shows them support and more flexible to the staff, it can make a good relationship between him and his staff contribute to the smoothly environment in workplace.

2. 3 Mark the CEO has told Ron, the Finishing Manager that he should delegate more. You are assigned to coach Ron through the steps he must take to delegate effectively.

a) Explain to Ron three (3) benefits of delegation, using information from the case study to illustrate your comments. The first advantage of delegation is to increase productivity. Ron should give clearly defined tasks to his staff so they can focus on the most important things to do and follow his instructions step by step. As a result, he might reduce the delay of procedure in finishing section. Secondly, Time management is a part of delegation of leader. Ron supposed to prepare and manage his limited time then assigned it to staff be avoid of delay producing. Finishing section is the last section of production of company. Therefore, he needs to be focused on the punctuality. Lastly, Motivation also important benefit of delegation, it helps manager to empower his staff to feel trusted from the company and lead them to do their jobs perfectly. Explain to Ron the five steps needed to be taken for effective delegation•Make it

clear what he should do at each step•Give practical examples of each step relating to Ron's job and the case study. Responsibility : Ron is the manager of Finishing section, so his responsibility is about to assigned his staff to understand tasks and give clear expectation to the staff what he wants them to do and how to do it. Moreover, he supposed to set the goals and manage the time of process to finish the orders on times. Authority: It means power of leader to control his subordinates to work in the right ways to maintain the quality of products. However, Ron need to keep balance of power by give opportunities to the staff to share their point of views in some situations and also accept feedback from them to improve the performance of team. By the way, he also need to make sure that everything still in his controlled.

Empowerment: Accountability: As the manager, Ron is completely responsible for the tasks in his section and be able to give a satisfactory reason or advice for his team members if needed. Also if he seen any mistake occurs during process he should be able to give an explanation to the staff to make its properly. Process employed: Ron should be able to select the appropriate his team members to work in the job that suitable for them. Then follow the feedback of work progress. It helps the company to maintain the standard and avoid of delay products. For the person who performs the job well rewards should be given to encourage them for keeping the standard of work and influence other staff to work well.