

# Case study on the atchison corporation

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



The Atchison Corporation has a rich history that dates back to 1948. It was founded in St. Louis by the Atchison family as a firm operating both philosophy and family names. With the steady growth of the company, a couple of changes were seen as the company's name changed from Atchison Brothers to The Atchison Corporation. As a leading manufacturer and distributor of quality house cleaning products, The Atchison Corporation registered profits but later saw a major decline in all its operations due to stiff and conservative management. It is alluded that benchmarking of the company was inappropriate and as a result it impacted greatly on the company's profits with its big rivals out-doing them in marketing and more so in profits.

### **Organisational components :**

**Input:** Invest more in research, technology and advertising. This will keep Atchison up to date with current trends in the market. Enabling it to purchase quality and substantial raw materials that are currently best in the market to give spectacular refined products. With the current protocol of management, it is advisable for the Atchison Corporation put into consideration a proper managerial system. This will enable the production department to carry out better and more strategized plans.

**Strategy:** Change the entire company's culture to increase profits. From the records in management, Atchison Corporation has a conservative culture that has evidently diffused diversity. It is therefore coherent and professional to change the entire managerial structure in reshuffling the entire human resource department. Additionally, develop a better strategy that will accommodate and create room for expansion. This will consequently assist

Atchison in accomplishing its mission, vision and objective. Conversely, changes in management and planning will be evident and will in the long run create room for diversity in management and procurement.

### **Work: Workmanship is of importance and hence the need for a clear distinction between the**

Affairs of Atchison family and those of the business. The two should not merge as they will interfere with the core objective of the organization. As the core element in the business, work ethics is of great importance to any business therefore, appropriate measures should be taken to improve and uphold these ethics. Every employee should own their status in their professions and their rights respected. This will help in the coexistence of the entire Atchison company both socially and economically.

### **People: It is considerate to involve the community and people in association with Atchison by**

engaging them in various forms of community development. As a way to give back to the society, cohesion will be built and this will result to a good relationship between Atchison and the community. Create incentives as a way of appreciating outstanding and highly motivated employees.

**Informal organization: Change the compensation program that is very conservative and**

incorporate bonuses to credible and reputable employers. Alongside straight salaries, Atchison

should offer managers contingent bonuses in order to motivate them.

Harmonize all employees

and recognize long serving employees by giving them incentives and job security that will

include more remuneration. Start an unlimited stock option program, that caters for the needs of

all whether a family member or a mere employee as a way to demonstrate equity for all in the

affairs of the company.

incorporate a couple of programs that will strengthen this cohesion. It is coherent to execute

turnover through use of programs that identify each employee's strengths and weaknesses in

their respective management positions. specialization

**Output: Having set high goals, its all system go. Quality products should result from the**

efficiency in the entire production process. Dispatch of goods from the firm is enabled in order

various ways for instance incentives and recreational schemes that will build cohesion among

the employees in various departments as well as the community.