

# Critically analyse essay



**ASSIGN  
BUSTER**

1. Critically analyzes Mr. Vincent's reasoning Mr. Vincent the Manager of a large supermarket has been a successful Professional. Vincent has efficiently involved in planning, organizing and controlling. Planning is a prerequisite of doing anything. It leads 15 more effective faster achievements in any organizations and enhances the ability of the organization to adapt to future eventualities. Vincent has adopted this important principle of determining the objectives of forecasting his business of supermarket and budgeting.

Vincent has also involved in organizing which involves identification & grouping the activate to be performed and deciding then among the staff and creating authority and responsibility among then Vineet has Implemented organizing which contribute to the efficiency of his supermarket. He has organized units in such a way and delegations it to individuals so that each individual is directly responsible and answerable for therein respective unit ultimately Mr. Vincent can have a collective control & knowledge of business in each of his units. Hence organizing contributes to the efficiency of the organization.

Thirdly Mr. Vincent has been implementing controlling which is a success factor where has been initializing the actual performance versus impacted performance which is nothing but the measurement & appraisal of activities performed by his (sales) subordinates to meet the plans of his supermarket. Receivers are conducted to have a check on the sales happening as unpaired to actual impacted as per the budget plans which gives a clear understanding of how the organization is progressing towards profit 2 turnovers and eventually programs plan for the individual appraisal

programs. Hence Mr. Vincent is correct in his thought that planning organizing & controlling.

2. If you were the professor and you knew what was going through Vincent's mind, what would you say to Vincent? Mr. Vincent, the Manager of a large supermarket, was taking a management course in the evening programme at the local college. The Professor had given an interesting but disturbing lecture the previous night on the various approaches to management. Vincent had always thought that management involved just planning, organizing and controlling.

Now this Professor was saying that management could also be thought of as quantitative models, systems theory and analysis, and even something called contingency relationships. Vincent had always considered himself a good manager, and his record with the supermarket chain had proved it. He thought of himself, " I have never used operations research models, thought of my store as an open system, or developed or utilized any contingency relationship.

By doing a little planning ahead, organizing the store, and making some things got done, I have been a successful manager. That other stuff just does not make sense. All the professor was trying to do was complicate things. Guess I will have to know it for the test, but I am sticking with my old plan, organize and control approach to managing my store.

Diagnose the problem and enumerate the reasons for the failure of D'Cuhna?

Answer: D'Cuhna was doomed to fail from the beginning considering that he had inherited an office which was hastily set up without adequate thought

and proper planning. The junior clerical cadre was manned by female employees who were not adequately trained to handle the job requirements.

There was too much focus on rules and procedures and lack of proper communication between the clerical cadre and staff employees. Lack of experience among various employees also left the administrative office struggling with routine jobs which took exceptionally long time to accomplish. Though D’Cuhna tried to remedy the situation by giving classes in communication to the clerical cadre and train them to handle their responsibilities in a better manner, it was too little, too late.

What could D’Cuhna have done to avoid the situation in which he found himself? Answer:

At the inception of the administrative office itself, D’Cuhna could have taken a series of steps to ensure that the office lived up to the expectations of the senior management. This involved carrying out adequate training to the clerical cadre, including detailed communication sessions to ensure that they shared the same vision and deliverables of the administrative office as the officer cadre.

D’Cuhna could also have asked for more representative junior clerical cadre employees comprising of both male and female population. This would have ensured better accountability matrix and adequate bonding between the clerical and senior staff. Lastly, D’Cuhna should have adequately represented the initial teething problems in establishing a proper functional office to the senior management and ensured their unstinted support to the various change initiatives crucial for ensuring a proper operational environment.