

Situation evasion

[Psychology](#), [Motivation](#)



Situation evasion in Johnson Pharmaceuticals By: Course: College: professor:
Date: There are different types of situation leadership models with each having its own set of clearly defined principals that govern it. For a management to choose which set to use it must be aware of the variables that internally exist in its organization; the work force and policies to follow. Even as this developments crop up the organizations must be careful to infringe the rights of the workers or breach any direction that was stipulated in their work contracts (Lindsay-2014). External factors like new government policies and stiff competition from competitor organize also initiates the situation leadership skills protocol among its management.

The status quo of how and when activities of an organization are done usually makes a sharp shift to keep up with the dynamics of the wakeup call. Organizations risk being shut down if they become non compliant to state regulatory laws or risk being kicked out of the business by competitors if they don't keep up with the development pace.

When and if a company is forced or willingly decides to initiate the situation leadership protocol, it must analyze the variables to enable it pick the most effective model. Among factors to consider is size of management board compared to size of normal employees, the relevant skills that the workforce posses and themotivationlevels among its workforce.

Before that the organization must prioritize the tasks it wants to do and write down specific timeframes for each, depending on the urgency the priorities must always be narrowed down to three for easy execution and assessment. This was the exact position the Johnson Pharmaceuticals was in a few years

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back when the food and drug agency (FDA) was all over their backs for it to comply with the new policies and standards of production.

Johnson Pharmaceuticals has an array of companies that produce disease and curative drugs in addition to the other medical cosmetic products. Due to the urgency of the policies to be implemented, compliance of the new laws had to be made the top priority in all its vast industries by default. To be efficient and curb total market dominance by its competitors the company made customer satisfaction its second and last priority at that time.

Every manager in the vast organization was tasked in choosing which situation model to deploy as each had company had different markets and a specific competitor to conquer. Failure to comply meant revocation of its ISO certificate and eventual closure and failure to curb competition would mean losing customers, being thrown out of business and eventual shut down. If the two courses were not prioritized at the same time the tumbling down of the organization was as sure as death (Lindsay-2014).

The variables in complying with the new FDA policies were not as diverse and daunting as the variables around customer satisfaction. Language of communication, delivery time, product uniqueness, consistency in delivery, perfection of services and quality product are among the universal variables around customer satisfaction topic.

A complete analysis on them will draw a conclusion that most of them are external and efficiency would only be ascertained if the customer base is

retained if not increase and if the management would get feedback from customer on their product and service delivery. Either way, the task had to be done.

Question 1

The situational leadership style used by the CEO of company A was the DIRECTIVE style of situation handling. As explained in my introduction; a manager must take note of the job skills and motivation levels of his workforce. The work force in company A low amount of skills and low amount of motivation required for the task ahead. To counter this, the management had to deploy high motivation actions and high structuring actions (Lindsay-2014).

The actions were meant to add more skills to the workforce and motivate it into doing the job. Here the CEO had to put his hands in the job to show his lot that the job can be done. The dynamics of this kind of situation model are that the management has to make all the policies and decisions; this is meant to reduce psychological pressure on the workforce.

It has a single communication pathway where the workforce only report back to the management. The CEO of Company B used the DELEGATING style of situation management. This style is used when the workforce requires low amount of structuring and low amount of motivation skills. In this scenario the workforce is usually equipped with the basic skills on the job and there are high motivation levels among them.

This is the simplest type of situation handling as the workforce is experienced and it knows what is required from them. The management usually makes the policies with the help of workers; assign specific instructions to them then the workers later communicate the progress up the management ladder.

Question 2

The delegating style is deduced to have an advantage over the latter as there are fewer variables in it. Only praise for motivation is required to keep the spirits of the workforce (Lindsay-2014). If the two styles were used in a short timeline within the two companies then delegating would still take the day because experience reduces the timeline in which tasks are normally done.

Question 3

It would be very surprising if the directing style outdid the delegating style in performance.

This would mean that there was serious information breakdown on the information path and imply that there is a big managerial problem in company B. Other critics may argue that the workforce in directing style was eager learn and was responsive to the little motivation or many the management in it was more supporting than the workforce in delegating style (Lindsay-2014). Well, the statement may hold water but then likelihood of that is very low.

References

- A book by Evans, J. R and Lindsay, W. M written in 2014, Managing for quality and performance (9th edition)Cengage learning.