Managing high performance

Business, Management

Management High Performance The companies' increase in layers of management to increase performance is possible even though it is faced with some challenges. A research was carried out determine if the company should continue with carrying out the idea of adding up the layers of management.

I carried out a research of the companies' situation on wanting to create additional layers of management to increase performance. The main idea of the company was the creation of a management team, which would focus on possible strategic initiatives that would enable the company to go global and manage day-to-day operations (Beer, 2001). The aim of the research was to know about the situation of reorganizational structure (Graham, 2001). Some of the immediate concerns researched on were the morality of the employees (Scott, 2005). From my research, I realized that only half of the current employees were satisfied with their current job and responsibility and the other half of employees were eager to move into higher management position or into any management position. The main cause of employees not being satisfied with their current job responsibility was because of being overworked (Liff, 2006)

From some of the information collected the budget changes contributed to the blockage of some people from being promoted. The tight budget does not allow everyone in the firm to be promoted instead only a few who deserve it can get the promotions. Another finding was that it was not easy to identify the high performers since everyone in the firm was doing his or her best. However, some findings supported the idea of addition of layers of the management team because the alternatives, which would enable the

company to adopt a new organizational structure that has no negative

impact in the working environment. It is necessary for the evaluation of

leadership dynamics when it comes to prior knowledge and skills (Liff, 2006).

References

Beer, M. (2001). High Commitment, High performance. New York: amacom.

Graham, G. (2001). Survival Guide To Employee Management. United States:

Amacom

Publishers.

Liff, S. (2006). Managing Government Workers. London: Prentice Hall.

Scott, W. (2005). Managing Human Resources. London: Oxford Publishers.