

Supervision today

[Business, Management](#)



Supervision

Question 1

The supervisor should use group for decision making when the outcome of the decision is likely to affect the members of the group. In many cases, group members are likely to oppose the decision in case they were not consulted. However, involving them in the process reduces the level of resistance and makes it very easy for the supervisor to introduce the necessary changes.

The supervisor can use a group while making a decision if the decision will impact on people who emanates from different cultural, religious, or racial background. The group members would help the supervisor understand how these people will receive the decision and important factors that should be incorporated in order for the decision to be effective.

The supervisor should make decision themselves when it's urgent and the decision does not require the input of other people. In addition, this strategy can be effective when the decision requires special skills that the group members don't have.

Question 2

Some decision jobs are specific and straight forward. Therefore, when making decision, the supervisor should be direct in order to avoid any risk that might emanate from confusion (Robbins, David, and Wolter 187). For instance, engineering works are specific and in detail. As a result, the decision should not be ambiguous.

Knowing this information about decision making styles will benefit me in understanding the best style for a particular problem. In addition, I will be

aware of when to involve the decision making process and when to make the decision on my own.

Question 3

As the head of the discussion group, I realized that there were several conflicts that were affecting the performance of our group. In order to come up with a well-informed solution, I searched for solutions online in order to know how people resolve the problems in the group. I came up with several alternatives. These were to reward the best performing member of the group or implement an open office policy. The first alternative was viable because I did not have money to give out to the members. Therefore, I decided to be more open to the members of the group and encourage them to air their grievances to me in order to seek for solutions before it's too late. After a span of two weeks, I evaluated the decision and noted that the group members communicated more freely and they were highly motivated to work as a group rather than individually.

Comments for question 4

In my opinion, time is only critical in decision making if the decision to be made is urgent. Otherwise when the supervisor has a lot of time, he can integrate the opinions of other group members.

Comments for question 5

The decision making process was followed promptly. However, much emphasis could have been given on the selection of the best alternative in order to come up with the best solution.

Works Cited

Robbins, Stephen P, David A. DeCenzo, and R. Wolter. Supervision Today!

<https://assignbuster.com/supervision-today/>

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