

# Business question3

Business



Different Types of Personalities in Management Discuss why managers who have different types of personalities can be equally effective and successful? They can delegate duties and set targets for others by engaging others such managers have less to do thus concentrate on strategy. Such managers may follow set guidelines by their predecessors performing their tasks successfully. Some organizations are already successful historically and being a manager there requires little innovation such as in Coca Cola. Management is about thinking in a certain way so it depends on the personality one has to lead an organization by making sound decisions and showing leadership characteristics. Extraversion is important in management because management requires a lot of social interaction. Such managers are successful as long as everybody agrees with them. Perseverance and care a necessary ingredient in successful management because not everybody gets along well with others some people are controversial and are still part of the team. Terminal convictions about long-term goals and achievement make managers successful too, (Johnes and George 2002).

2. Can managers be too satisfied with their job? Can they be too committed to their organizations? Why or Why not?

Managers do get much satisfaction from their jobs and they get too committed to their organizations. Salary, wages and conditions of service foster enthusiasm in managers. Monetary rewards also foster enthusiasm to the job, Fredrick Taylor proved it in his experiments in 1911. (Jones and George 2002) Information and communication is another contributor to job satisfaction. Managers get too committed to their organizations to keep membership of such organizations need for association with successful companies, the willingness to exert high levels of efforts for better results

such as Frazier's Merck CEO, and the belief and acceptability of goals of an organization. Need for power makes managers work hard and get too committed to organizations they want to have control and influence.

1. How would you describe Kenneth Frazier personality?

Frazier is open to experience, he is daring and takes risks, he handled litigation cases when Mark pulled the drug viox from the market and thousands of plaintiffs filed suits against Mark. Frazier chose to fight each case to the verdict and saved the company billions of dollars winning 11 out of 16 lawsuits. Frazier is a performer he believes in immediate results he has won tough litigation cases such as the famous murder case for the Alabama man who spent two decades on death row . He is visionary he wanted to become a lawyer and his friend Cobb recalls Frazier telling him he was not happy until Harvard's admission letter arrives even though he had received letters from other prestigious universities. Frazier is Conscientious, careful and adventurous he takes over Merck Americas second largest drug company with less operation experience, he has not followed the typical path to the top of the drug company (Randall 2011).

2. Which terminal values do you think are important to him?

Responsibility is important " As CEO, I have a responsibility to make sure we make smart bets" says Frazier (Randall 2011). Only two weeks into his job as CEO, and three years into operations he announces that the company would double up a new drug development plan and spend as much as \$8.5 billion on research but believes it is his responsibility. He believes in innovation and research, wider the markets and long-term results. " The pillar of our strategy will remain innovation" says Frazier. (Randall 2011). Frazier is visionary he wants to take Merck into a new level through determination.

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