

Module Name: Developing workplace critical thinking

Assignment Name: Portfolio of tasks

Task 2- Academic report

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Task 2- Academic report

Executive Summary

The report has elaborated on the scientific management theory that organisations can follow within their workplace. Along with this, the advantages along with disadvantages of the theory have also been included in this report. All the information on Morrisons has been provided in this report in a detailed manner. Further, the report has also described some conflict management approaches that will help the organisation to run their business.

Table of Contents

Task 2- Academic report.....	2
Introduction.....	4
Overview of the organisation.....	5
An overview of the theory of management the Morrisons can implement in their business operations.....	6
A critical analysis of the advantages and the disadvantages of the elected theory of management.....	8
An overview of the conflict management strategy the organisation can implement in their business operation.....	11
Summary.....	12
References.....	13

Introduction

The section will highlight a management theory that the chosen organisation will implement within their workplace. Along with this, the advantages, as well as disadvantages of the theory, will also be showcased in this section. The section will choose Morrisons as the organisation. Thorough details of the organisation will be illustrated in this section. Further, the section will elaborate on the process that the management of the organisation chooses to mitigate the conflicts within their workplace.

Overview of the organisation

Morrisons operates one of the largest supermarket chains in the UK. According to reports, the organisation has 497 supermarkets in the country. They used to sell groceries, poultry, meat and many more to their customers for a long time. Along with this, the organisation has a strong online presence that helps the organisation to generate a better sales margin than their competitors in the market. It was founded by William Morrison in the year 1899 in the UK. The headquarter of the organisation is in Bradford in the United Kingdom. As per the reports, the employee base of the organisation was 110,000 in the year 2021. Moreover, Morrisons also sells homeware, magazines and many more. The current CEO of the organisation is David Potts. It has many subsidiaries present in the UK. The organisation has recorded revenue of £4.79bn till the first half of 2022. Further, the organisation holds a share of 9.1% of the entire grocery market of the UK (Morrisons, 2022).

An overview of the theory of management the Morrisons can implement in their business operations

A successful business operation of various business organizations is highly dependent on the implementation of various management approaches in their business operations. The effective management of the existing business activities assists the organisation in experiencing higher organisational and business growth (Team, 2022). In this context, the management of the respective business organisation can implement scientific management approaches in their business operations in order to enhance their productivity and profitability. The scientific management theory is one of the most accepted and abruptly used approaches in business organisations. This theory was originated by Frederick W. Taylor and this theory is also called Taylorism. This management approach emphasises the process of production in order to maximise productivity. There are various principles the theory follows in implying the approaches in the business operations –

Principles of scientific management

Utilises methods based on scientific techniques

This scientific management theory tries to use scientific methods or techniques to manage various business activities such as production, stock management, supply chain, financial department and many more. Apart from that, the implementation of this approach does not allow the freedom of using the rule of thumb of the workforce in competing for any kind of task (MasterClass, 2021). The management relies on their involvement or control over the various business activities. The entire management of the sub-departments is highly dependent on the practical usage of scientific methods and techniques.

Managing the workforce based on their aptitudes

The respective management approach does not rely on the random assigning of business responsibilities to the workforce. The management tries to assess the capability of each employee in their workforce. In accordance with the intensive research regarding employee performance, the management can provide the responsibility and relies on the specific employee for a specific role (qualitygurus, 2020). The employees who are capable enough to take on the responsibilities are trained by the authority to increase working efficiency and productivity.

Segregates the workloads between the management and the workforce

The scientific management theory is based on the equal segregation of workloads among the higher authority and the existing workforce. Management plays the most inevitable role in planning business ideas and training the existing and newly recruited workforces. The employees also implement the entire training and the learnings in their productions. The effective management of workloads among the workforce helps the management to increase their productivity and profitability in long run (Cuofano, 2022).

Supervises the performance of the workforce

The respective scientific theory is based on the working performance of the employees in an organisation. This theory keeps more focus on the employees and their efficiencies in order to maintain effectively managed business operations. Sometimes the employees can get the most relevant and essential instructions that are needed to maintain their productivity. This theory is based on scientific techniques as the management can record the performance of the workforce and evaluate them in order to enhance higher productivity (Zyznarska-Dworczak, 2018, pp.252-265).

A critical analysis of the advantages and the disadvantages of the elected theory of management

Various business organisations in the modern-day business world try to implement different management approaches or theories in order to manage their business operations systematically. with the effective implementation of these management theories, the higher authority of the various business organisations can be able to increase the quality of the services and products and also, and they can maintain sustainability in the competitive market (lambdageeks, 2022). In the management of the profound food retailing chain, Morrison can implement the theory of scientific management in order to manage their business operation successively. there are various following beneficiary aspects and drawbacks the organisation may experience if they imply the systems management theory in their business operations.

Advantages

Enhances the production range

Effective implementation of scientific management theory in the business operations of the retail business chain the Morrisons assists the management of the business organisation to increase their production rate effectively. this management approach tries to focus on steady enhancements in the business operations. with the application of this management approach, the organisation can manage each department of the business operations. Impactful cooperation between the management and the workforce helps the respective organisation to maximise their productivity in long run (Urmonalievich, 2021, pp.236-243).

Helps to control effectively over sub-departments

The business operations of a huge food retailing chain such as the Morrisons need to be interlinked with the various other departments of the organisation such as the production department, stock management, customer management, finance management and many more (greatmanagers, 2020). This kind of association in the various other department helps the organisation to provide their best services to their potential customers. The scientific management approaches assist the management of the organisations to maintain the synergy between the organisation itself and its sub-structures. This kind of interrelation is very important for them to manage their business operations.

Disadvantages

Requires enormous capital

The scientific management approach is one of the most expensive system the various business organisations implements in their business operations. the application of this approaches requires higher investments of funds. Not only that, but the management also requires huge capital to manage the business research activities, planning department, and the skill development training process. The management of product standardisation also needs more investments to manage which is one of the most important drawbacks of this management approach (Montecinos, 2022).

The authoritative approach of the management

The higher authority of the management takes absolute control over the entire business operations. apart from that, they are responsible for the production and planning of business activities. As the management plays an authoritative role in this management approach, the respective organisation may face a lack of creativity in their production. Not only that, excessive control over the business

operation may discourage the entire workforce. This might create an adverse impact on the productivity of the organisation (Tuz, 2021, pp.653-671).

An overview of the conflict management strategy the organisation can implement in their business operation

Conflict management is a kind of approach or strategy that helps business organisations to mitigate internal and external conflicts in the workplace. The outcomes or the resolution taken by the organisation create a positive impact in mitigating the conflicts. The management of the respective organisation Morrison can imply the traditional conflict management theory in their business operations in order to resolve the conflicts in the workplace (Timi, 2022, pp.01-16).

Emphasises the requirements of the employees

With effective conflict management approaches, the respective retail chain Morrison can be able to resolve the internal and external issues of the entire workforce. If the management understands the basic needs of the workforce, the employees can feel the importance of the workplace, the internal conflicts can be resolved with less effort. Not only that, effective analysis of the business situations and the demands of the workforce, leads to the mitigation of internal conflicts (Bueno, 2020).

Improving the healthy employee relations

If the management of the respective business organisation tries to encourage their workforce according to the performance and the involvement in the business activities, they can be influenced more by the initiative from the management. They feel the importance of themselves in business operations. Not only that, the traditional conflict management approaches give more focus on building healthy employee relations among the workforce by promoting effective communication regarding various topics or opinions among the workforce. This can help the organisation to mitigate internal conflicts in the workplace (Bojang, 2022, pp.48-56).

Summary

The section has described the effect of suitable management theory within a workplace. The section has chosen Morrisons for discussion. According to reports, the organisation is the fourth largest supermarket holder in the UK. The overview of the organisation clearly describes that it uses to follow suitable management practices within its work that help them to maintain its overall performance. The organisation also follows scientific management theory to run its business. It enhances the productivity of the organisation and helps to run the workplace technically. At the same time, it provides too much control in the hand of management that decreases the percentage of creativity drastically. Implementing scientific management theory within the organisation Morrisons gets help to maintain their interrelationship with various departments of the organisation. The production, marketing, finance and various sectors get help due to this particular management process. The management of Morrisons follows traditional theory to manage the conflict between the employees and the authority. It would help them to run their business operations smoothly in the competitive market.

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