

Unit name: Contemporary Issues in Management

Module code: BMBM6003

UOM TO BEAS COLLEGE BLOOMING DA BRILLANT LINDENIS BLOOMING



Written by:

Date submitted: 11 December , 2025

ASSESSMENT 2 SPECIFICATION

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Programme:	Business Management		
Module:	Contemporary Issues in Management		
Module code:	BMBM6003	Contribution to Overall Module Assessment (%):	50%
Lecturer:	Robyn Griffiths	Internal Verifier:	
Assignment Title:	Challenges Facing Managers in the Modern Organisation	Word count (or equivalent):	15-minute Presentation
Submission deadline:	12/12/2025	Return date of provisional marks & written feedback:	25/01/2026
Submission method:	All written assessments, where practical and possible, must be submitted via Turnitin unless otherwise instructed by the Lecturer. (Please DO NOT put this assessment specification into Turnitin or it will match many similarities with other students' submissions.) Alternative submission method (if applicable): Late submission of the assessment will result in a late penalty mark. Penalties for late submission: Up to one week late, maximum mark of 40%. Over one week late, 0%. Only the Extenuating Circumstances Panel may approve a change to submission dates.		
Academic honesty / referencing:	Academic honesty is required. In the main body of your submission you must give credit to authors on whose research and ideas your work is based. Append to your submission a reference list that indicates the books, articles, etc. that you have used, cited or quoted in order to complete this assessment.		
Module Learning Outcomes (from module syllabus)			

Upon the successful completion of this assessment, the student should be able to demonstrate the ability to:

Analyse problems arising in a select number of contemporary management/organisational topics and themes including, but not limited to, bureaucracy and post bureaucracy, scientific management, team working, and ethical decision making and argue coherently for acceptable solutions.



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Introduction

In the previous phase's report, I also utilized theoretical frameworks and case studies to conduct a specific and detailed analysis of the existing problems faced by the company in its production and operations. The prior research applied Mintzberg's Managerial Roles Theory and Fayol's Administrative Management Theory, which provided more intuitive theoretical basis and specific problem analysis for the challenges faced by NexusTech Global. The theories and recommendations provided last time will help the company better address these issues in future operational management. In this report, I have connected with the previous work and added some core functional theories, such as bureaucracy, management style, and collaboration. By combining the previously core theories with these new core theories, a more comprehensive and diversified understanding of how Nexus Tech Global can solve management problems has been achieved.

Existing problems

In any type of business management within every organization, managers are individuals who ensure the achievement of organizational goals by planning, organizing, leading, participating in, and controlling all activities, with the core being goal-oriented. Appropriate management can improve work efficiency.

The main problem facing Question One is that employees have developed negative emotions towards their work. For example, in this case, the primary reason employees developed negative emotions was that their workload had been continuously increasing, reaching twice the normal workload of employees in a typical company. This was also an important factor leading to employee complaints. This included employees raising unreasonable objections to the work arrangements and plans made by managers, as well as complaining about excessive workload.

Question 2: Managers have not yet established correct management methods and work plans, nor do they have clear goals or organizational plans. The main cause of this problem is that company leaders have set unfavorable goals for organizational building and management work.

In the case study, Question 3 points out that the company also lacked reasonable recruitment and training processes in terms of hiring. This led to its later inability to effectively control the number of employees. The lack of

a reasonable recruitment process also made it impossible to accurately analyze the relationship between the demand for and supply of personnel needed for one recruitment. Additionally, the absence of a training process resulted in employees being unable to complete work with high quality, and unclear division of labor also brought new management problems and pressures to managers.

Question 4 In terms of the company's operations, there may be inconsistencies with cultural customs in other countries and regions regarding external communication and sales strategies. For example, it may be unable to adapt to cultural conflicts arising from diversity and lacks strategies to address such cultural diversity.

A company may violate its ethical and social responsibilities both internally and externally, leading to a breach of its corporate social responsibility. This violation primarily occurs internally through not respecting employees, failing to provide them with reasonable working methods and efficient work processes, and also causing adverse effects on their physical health.

Solution Measures

In the case study, there is a lack of recruitment processes and training solutions and measures. For example, one could first improve the career development system for managers and establish management training measures. For instance, formulate training plans, such as long-term and short-term plans, set reasonable opening cycles based on organizational conditions, and establish specialized selection, recruitment, training, and promotion mechanisms to increase institutional transparency. This can better improve the training system and recruitment process. Nguyen et al. (2019) conducted a research case in Vietnamese IT enterprises, finding that supportive organizational culture training characterized by openness, collaboration, and willingness to take risks can positively influence employees' innovative intentions.

How to address employees' negative emotions towards work and excessive workload? Frederick Taylor's scientific management established a systematic and scientific approach to optimize business operations. The core principle of this theory is that Taylor believed improving each task would enable employees to work more efficiently, while management could ensure the fairness of 'payment by results'. Organizations can adopt Taylor's scientific methods to balance the importance of employee well-being and welfare while meeting production needs.

When facing situations where managers have unclear management goals, the solution can be For example, solutions require selecting and training

the right talent for suitable positions. Therefore, Taylor believed that management should seriously take on tasks they are most proficient in, such as planning, organizing, controlling, and determining work methods, rather than leaving everything to workers who are ignorant of these matters and only perform their duties based on their own skills.

Solutions to violating business ethics and social responsibility are. The number of solutions for Corporate Social Responsibility (CSR) is one of the latest strategies recently adopted by business organizations (Pudjiati et al., 2024). Businesses have a responsibility to integrate CSR into their operations and meet the needs of stakeholders, whether these stakeholders are consumers, employees, investors, or local communities (Fernando et al., 2024). Ethical leadership shapes and guides a company's CSR initiatives. Ethical leaders take truth, transparency, and accountability as guiding principles, using these to establish appropriate standards for CSR strategies and activities (Hossain, 2024). For example, in case studies, when building organizational culture, failing to make reasonable adjustments according to cultural policies and laws in other regions is also unethical in terms of treating customers and lacks ethical boundaries.

Conclusion

This speech, combined with the previous report's analysis, integrates theoretical analysis, allowing the company to conduct more purposeful analysis. By combining multiple theories and comparing and analyzing existing problems in the company through case studies, summarizing multiple theories and the problems found in the company also enables managers to more intuitively see the specific issues facing the company. This allows for targeted solutions, making it clearer for organizational managers to understand

Suggestions

Companies adopt effective communication strategies within their organizations — through top-down and bottom-up connections between teams and departments — to ensure the smooth flow of information (Peña Acuña et al., 2017).

Enhancing employee job satisfaction and facilitating smooth transitions highlight the important role of effective communication in fostering employee engagement and adaptability to change (Castro Martínez & Díaz Morilla, 2019).

As a leader, one should possess inclusive leadership skills, be willing to accept diverse perspectives, ensure fairness in decision-making, and model transparency by example. Leaders should proactively foster an inclusive

environment through leading by example.

Tools such as setting key performance indicators (KPIs), regular reviews, and performance analysis help maintain accountability and promote transparency. Trust between team members also plays a crucial role, as it reduces the need for constant supervision and enhances collaboration (Ijiga et al., 2024). High-trust environments encourage autonomy, timely communication, and psychological safety, which in turn improve productivity and employee satisfaction (Jarvenpaa & Leidner, 1999).

Establish flexible working hours for employees, encourage the implementation of a reasonable system for adjusting working hours, and conduct proper monitoring of employees' work stress as well as establish a reasonable evaluation and analysis framework. If employees are under heavy work stress, managers can allow them to reasonably reduce their workload.

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