Problem Solving and decision making

Bad Management

Student Name:	**Mayne Salcedo**
Module name:	Problem Solving and Decision Making
Module code:	BMSW4004
Lecturer Name:	Diola Bijhout

Outline

1. Nature and impact of the complex problem
2. Overall performance of the organisations
3. Cause and effect analysis (fishbone)
4. Pestle analysis
5. Alternative solutions
6. Appropriate solutions
7. Demonstration of how organizations implements of chosen solutions.

Nature and Impact of the complex problem

Nature :Bad Management / Unsupportive Boss Managers are responsible for motivating employees and controlling the organization. Bad management plays a huge role in employee dissatisfaction.

Complex problem :

- The employees work with lack of energy and feel frustrated.
- Dissatisfaction in the workplace.
- Workload.
- financial crisis(including time and money are wasted).
- Legal risk increases.
- Damage company reputation.
- Decrease productivity.
- Bad Time management.

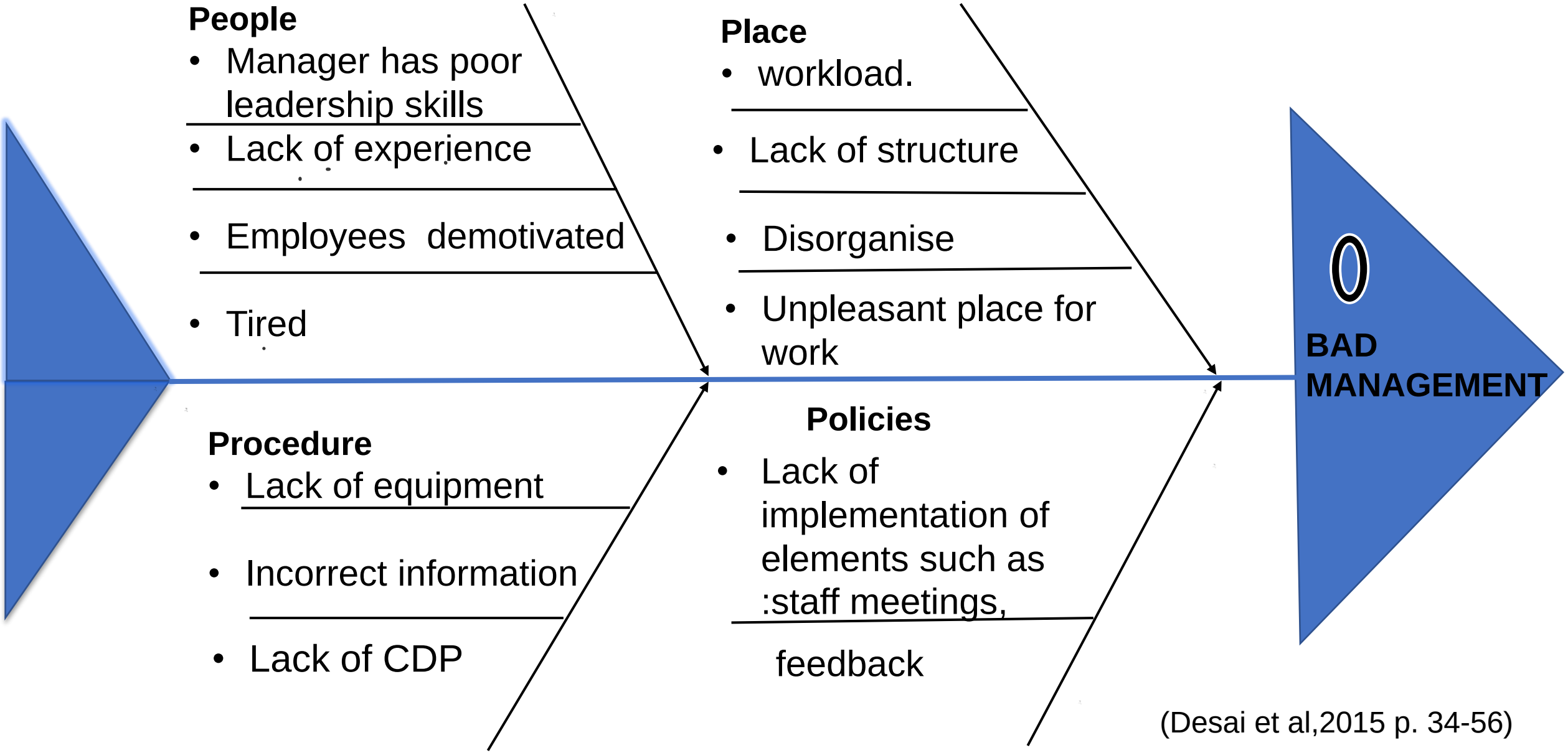
(kapur,2018)

Overall Performance of the organisations

increased the number of complaints from either customers or colleagues.
There are a problems with other member of staff.
High stress level than normal.
Poor quality in the work completed.
The level of work is lower.
Low motivation or engaged.
The employee has issue outside, they are dealing with such as family issues or health problem.

(kapur,2018)

Cause and Effect Analysis (Fishbone 1960)



(Desai et al,2015 p. 34-56)

PESTLE ANALYSIS

P	E	S	T	L	E
Government stability and instability	Economic grow	Lifestyle choice	Impact of emerging technology	Discrimination low	Air
Brexit	Increasing labour	Education level	Smartphones	Regulation	weather
Level of corruption	Cost inflation rate	Class structure	Artificial intelligence	Employment laws	Climate changes
Wage legislation	Unemployment rate	population	Digital appointments	Health and safety law	Natural disasters

(Bush,2019)

Alternative solutions

- strengthen your decision making.
- Be a better communicator.
- Build trust.
- Encourage team collaboration.
- Encourage to the employees to use the vacation days.
- Prioritize work life balance.
- Time management.

(Wheelen et al, 2017)

Appropriate Solution

Communicate priorities and expectation to the employees.
Completed the management Training.
Provide feedback and give recognition .
Introduce more flexible policies.(f.hours).
Time management.
Review performance use a time and task management software.
Create a safe environment, build trust.
Investigate the reason (declining productivity).
Stay calm and monitoring the progress.

(Wheelen et al ,2017)

Demonstration of how organisations implements of chosen solutions.

1.Recognize the problem.

2.Conduct a meeting to establish about the causes .

3.Training about CDP.

4.Manage employee expectations.

5.Develop and action plan together.

6.Recognize the progress.

7.Provide feedback.

8.Plan its performance does not improve.

(Gavin,2020)Harvard business school.

References

- Bush T(2019) *pestle analysis* Available at:https://pestleanalysis.com/pestle-analysis-explained-with-examples/ (Accessed:10 August 2022).
- Desai, K.J., DESAI, M.S. and OJODE, L., 2015. Supply Chain Risk Management Framework: A Fishbone Analysis Approach: Quarterly Journal. *S.A.M.Advanced Management Journal,* **80**(3), pp. 34-56,2. Available at :https://www.proquest.com/docview/1725174906?pq-origsite=gscholar&fromopenview=true (Accessed 01 August 2022).
- Gavin M.(2020) 'Harvard Business school *7 strategies for improving your management skills*

Available at :https://online.hbs.edu/blog/post/how-to-improve-management-skills (Accessed:08 August 2022)

- Kapur R.(2018) ResearchGate *Problems and Issues at the Workplace*

Available at :https://www.researchgate.net/publication/323700827_Problems_and_Issues_at_the_Workplace (Accessed 30 July).

- Wheelen, T.L., Hunger, J.D., Hoffman, A.N. and Bamford, C.E., 2017. *Strategic management and business policy* (Vol. 55). Boston: Pearson.

Available at:https://d1wqtxts1xzle7.cloudfront.net/56442363/strategic-management-business-policy-globalization-innovation-sustainability-14th-edition-wheelen-solutions-manual-with-cover-page-v2.pdf?Expires=1660417034&Signature=Evtdqs~hBHhG3u5fwwccHcTpxjPvksGjJf57soblaDlwRLZbx09GyPG8kjSj~Le9Zij-Pz0FVnalUvFRvTUAwFRobC~7OWI4vqKrFwiVZanKD1Z42U2QxaSOq0i4KixWiew-cmFmHg~JrZpWH75NwlVAgbbsWODLPLYYjI2jpWJAU1prz3K9ZPHCNaGwqB-TdC0AygK9VsrcLtuN1phGXjhudD2PIWYWpTIv3UmB47LLY2PWd7ObHc~j5rbYBh4IdanN7hNk0x4sdGjyr535A6pxxkjNhm-DVGBc5qiSvRSPZUQ007n0v9aqVGtZVuFzi3yySi1wwJ4zcfB5dQdwNA__&Key-Pair-Id=APKAJLOHF5GGSLRBV4ZA (Accessed 30 July 2022).