

Task 2

ORGANISATIONAL MISMANAGEMENT

NAME: Naomi Kapinga

STUDENT NUMBER: 2011268

MODULE CODE

LECTURER NAME

Introduction:

Mismanagement is the incompetent handling of one or more of the enterprise's planning, organizing, and controlling tasks. It may be passive, involving a failure to plan or control, or aggressive, involving poor decisions, incompetent operations, and inefficient control.

Corruption is the manipulation of mechanisms to distort the distribution of benefits that an organized society bestows on its constituents. Mismanagement may lack the intention to undermine company goals and standards for personal advantage (Blalock, 1992).

Mismanagement can have repercussions ranging from trivial to catastrophic for a company. Methods of detection are incredibly useful for mismanagement detection and discovery.

As a manager in the film industry in my area, I got to learn the actual meaning of organizational mismanagement. Before then, I was knowledgeable of the topic, but it was based on my learning. Now I am confronted with the true concerns of the mismanagement. At my workplace, there is no set shift schedule, and workers are underpaid. Time management is a concern here because the working hours are somewhat longer, and breaks are brief. The boss is consistently oblivious and unsupportive. There are only a handful of devoted employees whose contributions are propelling the company forward. Typically, talent should be the most important factor in promotions and rewards. In this organization, however, the boss reigns supreme; he appoints his favourites to the most responsible and valuable jobs, regardless of their qualifications or expertise, and I feel with favouritism it is against human rights making it is discrimination.

Tools & Techniques to Identify Problems in the Workplace

The workplace is a hub of activities that can yield either desired or business-destroying results. A company's success can be improved by its personnel and infrastructure. On the other hand, poor office interactions and faulty equipment might give rises to issues that result in poor performance. Identifying the sorts of performance issues is crucial for businesses of all sizes and types (Swanson, 1995). Using the appropriate tools and strategies to detect these issues can aid in the resolution of workplace problems and the expansion of the organization. Whether they are small-business owners, corporate executives, or department heads, staying up to date on various problem-solving methods and techniques will enhance their management skills.

Routine Employee Evaluations

Conducting employee performance evaluations is an excellent method for identifying workplace issues. Before having a manager review the employee's performance, the worker should conduct a self-evaluation because he or she is more likely to detect any problems that require attention. In addition to evaluating their performance, employees can also provide feedback on the performance of a department or the organisation as a whole. This information can be collected by questionnaires, surveys, and oral interviews also done virtually, among other approaches. This data can then be used to identify or forecast workplace difficulties, including health and safety risks, discrimination, harassment, work-life balance, and compensation. For example, health hazards in the workplace can be recognized more efficiently when performed informally by supervisory and nonsupervisory employees during everyday work activities with the support of safety and health professionals. Employees may also report difficulties with fairness, harassment, or bullying, as well as other major problems.

Employee Safety Standards

Sick employees are less active and productive than their healthy counterparts. A business owner must have sufficient knowledge of his work to provide his employees with information about the dangers involved in their area of work. This can be accomplished in part by ensuring that office equipment is safe and up to code. Reviewing Occupational Safety and Health Administration regulations can assist the company in determining whether the equipment fits the requirements. Moreover, businesses can inform employees about regions where accidents are more likely to occur, it is very important to inform and get advice from head office.

Group Assessment Exercises

When attempting to diagnose issues inside a business, placing all employees in small groups may be beneficial. The groups should comprise employees from the same department who are tasked with recognizing a common issue. A moderator who is unfamiliar to the staff makes it simpler for them to discuss recurring issues. Peer-group evaluation and team problem-solving procedures assist the corporation in identifying several departmental issues.

Risk-Assessment Methodologies

Risk assessment is a practical activity that entails a comprehensive study of the structure of the workplace to detect events or activities that may endanger individuals. Risk assessment is not restricted to collecting employee information. Other risk concerns, like the construction

design of the workplace, the safety of electrical systems, lighting systems, and office equipment or machinery, are also evaluated. After identifying risk-enhancing elements, an evaluation is conducted to quantify the likelihood and severity of the potential risk to determine what solutions should be implemented to successfully prevent or mitigate the harm.

Inadequate Workplace Safety Procedures

The U.S. Bureau of Labor Statistics says that almost 3 million American workers in private enterprises were injured on the job in 2019. Injuries on the job result in lost work time, pain, and suffering, decreased productivity, and several additional issues for both wounded workers and their employers. In certain instances, these injuries are caused or contributed to by unsafe workplace practices. Accident and injury rates can be decreased by identifying and removing risky activities, it is also important to have signs for example moping the floor.

Importance of Employee Accidents

Accidents in the workplace not only cost employer's money, but also productivity, quality control, and efficiencies. Medical charges and rehabilitation costs for wounded personnel are examples of direct expenses. The fines issued by state or federal safety agencies for unsafe work practices can add thousands of pounds to the cost of an accident. Indirect expenses associated with workplace accidents are more difficult to assess. Training replacements for wounded employees, for instance, incur expenses for employers. Reduced productivity following an accident has a negative impact on employer earnings. Even if they are appropriately compensated for their injuries, workplace accidents can cause lifetime problems for employees that impact their personal lives (Contributor, 2020).

Organisational Problem Identification

When an issue within the company affects production or morale, the problem must be identified. Correct identification of the issue is the foundation for the development and implementation of appropriate solutions.

For my organisation (the film industry), the problem is well-defined. Consequently, the following step will be the solution phase.

The Solution Section

After a thorough identification or diagnosis of the problem, the solution phase begins. The change that must be implemented is determined by the type of issue found during the diagnostic phase. Change agents must be able to identify and employ the most effective

intervention approaches available to address the identified issue. To do so effectively, change agents must understand the various intervention options and apply them to the identified problem. To effectively apply inventive strategies to the problem or difficulties found during the diagnostic phase, it is essential not to ignore the solution identification step

Phase of Intervention

Intervention refers to the strategy or program designed to bring about a change. The implementation of an intervention is then monitored to determine its efficacy in resolving the issue. Employees and other organization members may reject intervention. Observing resistance in the earliest stages of an intervention is vital for making the necessary changes to be effective.

Phase of Evaluation

The evaluation phase can be divided into the organisation's direct profit contribution, production and profit, and the quality of organizational procedures. The two types of evaluation are summative, which determines the outcome of the organisational development process, and formative, which uses feedback to enhance the program (Caruso, 2011).

Planned Rota

Since I am the change agent or personnel, the first thing I must do is create and implement a rotation schedule. It will assist organize the tasks, such as who will perform what. It will save duplication of effort.

Rota is a written framework that outlines how such duties should be performed. Realistically, it is more about coordinating daily activities in an organization like a movie theatre. Depending on the stage of the organization, rotas may be digital or physical papers (Gartner, 1998)

Several aspects come into play when it comes to simplifying and regulating the work order in an institution such as a cinema. It involves characteristics such as functions, schedules, duties, and more.

Now let us examine the primary characteristics of Rota planning (BrightHR, 2020).

This is a comprehensive, well-organised collection of periodic chores and obligations. When multiple shifts are involved, rotas are frequently utilized to reduce employee burnout and provide continuity. Consequently, the majority of required tasks have remained essentially

unaltered. In addition, planning the shifts provides a smooth transition from one group of employees or individuals to the next.

Schedules are another essential component of the Rota. This one pertains to the basic requirement of a deadline for the completion of the organized work. In the context of an organisation like the film industry, it also specifies the duration of each task. Often referred to as the shift length, this is one of the most significant constant factors in rota planning

Each job is allocated a unique role and set of responsibilities. This relates specifically to establishing who is responsible for which tasks and when. Although job titles and associated tasks can remain constant throughout time, the individuals who carry out these duties can vary. In this circumstance, the rota helps the cinema administration maintain a desirable level of efficiency regardless of who performs the position on a daily or weekly basis.

Underpayment

It is also essential to establish a working definition of "underpayment." The majority of individuals believe that underpayment means they get paid less than they believe they are worth. However, the market determines a person's compensation. Keeping this notion of underpayment in mind is essential when discussing salary with co-workers and supervisors. If I get paid less than others for the same job in the same industry and area, especially if I have more experience, I am undervalued and will feel that way.

After conducting research and speaking with individuals in the film industry, it is time to discuss a raise with my supervisor. Although this may be daunting, the answer is always no if you do not ask. So, this will be my approach to increasing the salaries of all underpaid employees at my company.

"Negotiating your wage is a must, especially if you are underpaid," Bitte stated (Morrison, 2021). "Increasing your income now can alter the trajectory of your future remuneration, which is essential for optimizing your earning potential throughout your career."

Long working hours

Managers and supervisors want employees to work long hours, answer emails at all hours, and volunteer their off-hours – nights, weekends, and vacation — without grumbling. The subordinates in this equation have little control; overwork cascades down the organisational hierarchy from the top to the bottom (Douglas, 2008). At least, that is one account of overwork. In this version, we labor long hours in the direction of our supervisors.

There is also a variant that considers our psychology. In this one, we put in excessive hours due to a combination of inner motivations, such as ambition, machismo, avarice, anxiety, guilt, delight, pride, the draw of short-term gains, and a need to establish our importance, and an overdeveloped feeling of duty.

The more fundamental issue we must ask ourselves regarding overwork is not "Who is to blame?" but "Does it work?" Are we correct in assuming that overwork results in greater and better output? Are we getting more done?

Large amounts of evidence indicate that, regardless of our motivations for working long hours, overwork is detrimental. To begin with, it does not appear to increase output. In a study of consultants conducted by Erin Reid (Carmichael, 2015), a professor at the Questrom School of Business at Boston University, managers could not distinguish between personnel who worked 80 hours per week and those who merely claimed to. While managers did punish employees who were forthright about working less, Reid was unable to establish evidence that these individuals were less productive or that overworked employees were more productive. Considerable data demonstrates that overwork is not neutral; it is detrimental to us and our employers.

My movie organisation is also plagued by partiality and carelessness, amongst other instances of poor management. Once the major difficulties have been resolved, such issues can be simply addressed.

Conclusion:

I do feel that a happy employee will benefit the firm in the long run. Therefore, every firm must recognize this and concentrate on its management. Once I'd persuaded my boss with the report I'd created and made him realize that the adjustments I'd proposed would ultimately increase the theater's profits, I was able to secure his approval. There is no question that he will not concur.

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