



Problem Solving and Decision Making

BMSW4004

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1. Nature and impact of the complex problem (Case study 4- Bad management /Unsupportive boss)

Nature :

- Unsupportive Boss
- Lack of training, e.g.(Martinelli,2018)
- Lack of motivation
- Trust issues
- Lack of communication
- Bad management , e.g. (Zambas,2022)
- Unhappy Workplace
- Lack of clear goals

Impact:

- Low productivity
- Demotivation and stress
- Insolvency
- Delays for delivery
- Increase the cost for the company



Leader/boss is the ability to influence and coordinate employee of a company to achieve the goals proposed by the company. e.g. (Pratt,2017)

Effective team working is base on trust, clear goal, good communication and good collaboration. E.g. e.g. (Griffith and Dunham,2014)

2. On overall performance of organisations

Lack of training, e.g. (Martinelli, 2018)

Unsupportive boss

Bad management

Unhappy work

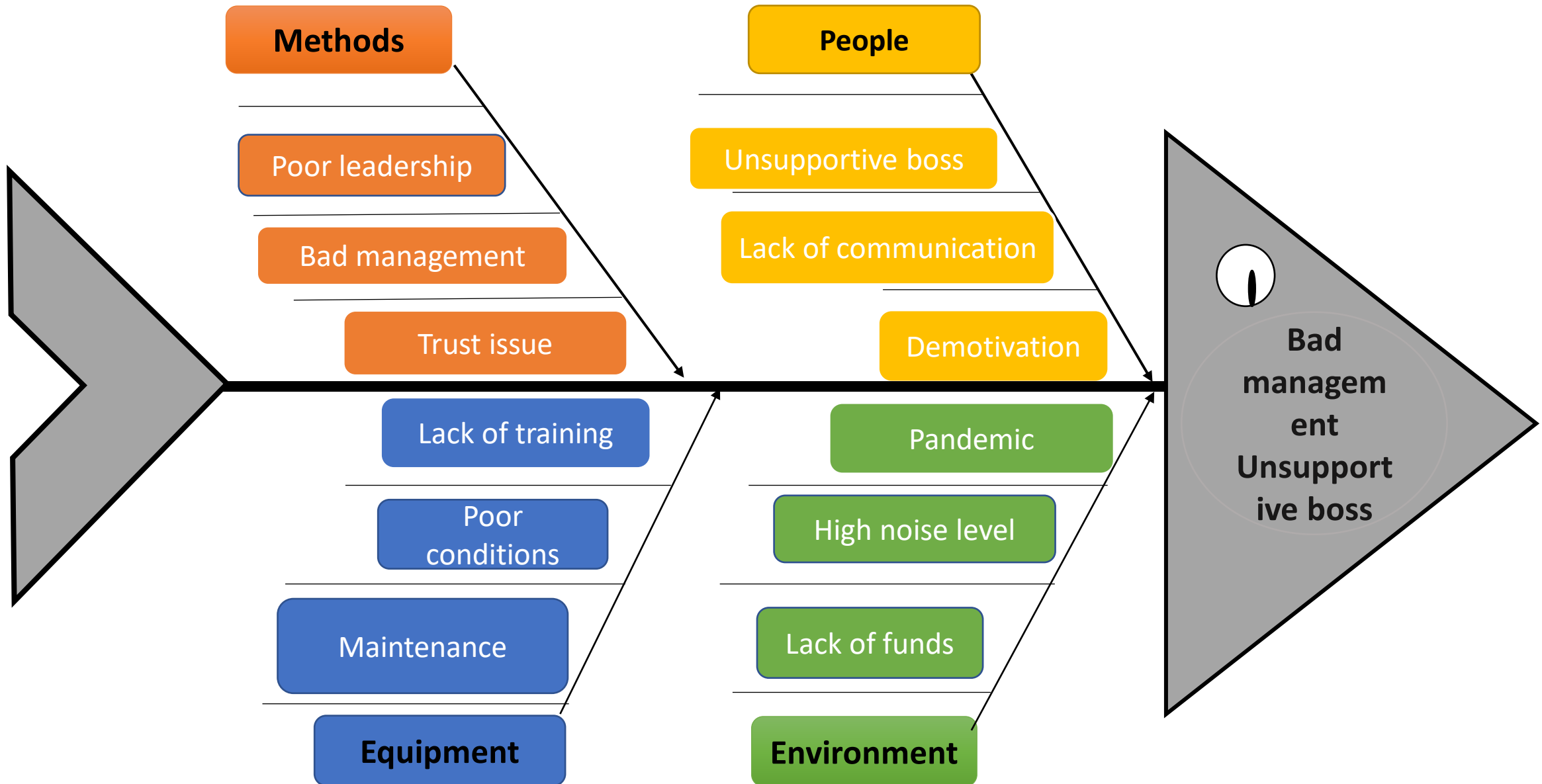
Trust issue

Poor communication

Lack of clear goals



3.Cause and Effect Analysis(fishbone) diagram



4. PESTEL analysis

P	E	S	T	L	E
Trade restriction	Tight budgets	Leadership performance e.g. (Peterdy,2022)	Pandemic effect	Equality duty	Weather change
Government Policy	Inflation rates	Law changes	Internet speed	Discrimination roles	Pollution
Policies that are unique to your workplace	Unemployment rate	Pandemic lifestyle	Level of innovation		Climate

5. An evaluation of alternative solutions

- ✓ The main objective of a company is to achieve success so that it is possible it trusts a coordinated leader and makes sure that the project is carried out.
- More Training
- Raises salaries
- Listen ,value and motivate individual contribution(increase the morale)
- Teamwork and collaboration challenge
- Improve management
- Support from leadership
- New roles



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6. Most appropriate solution among these alternatives.



1. Training for leadership(Hussen)
2. Teamwork and collaboration challenge
3. Increase the morale
4. Raise salaries
5. Improve management
6. New roles

7.A demonstration of how organisations may plan implementation of chosen solution and evaluate outcome.

- 1.Training will provide Great coordinate, clear goal
- 2.In spite of the diversity, open mind to share ,learned and collaborated as a team ,focus on goal;
- 3 .Team work will develop skills, feel more confidence and integrate
- 4.Team work satisfaction
- 5.Boost productivity and efficiency
- 6.Successful company
- 7.happy workplace
- 8.Reduces stress
- 9.Promoting health life style(Armstrong,2019)



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