**Management Theory and Practice**

# September 2022 Examination

**Q1. Here are two situations for you, please read them carefully and enumerate the type of managerial decision making is considered in each of the situations and elaborate on the importance of managerial decision-making.**

**Situation 1. Rosette diamonds is a large company with 5 big units of production. Shamim is the manager of in one of the production units and is responsible for creating weekly work schedule for employees in various production units. The unit is a mixture of full time, part time and contract employees. What type of decision making is this? Elaborate. Situation 2. During the pandemic situation, Rosette diamonds needed to close down two of their units temporarily. Now, there is a dilemma in front of the directors. While they know that the company will bounce back and hence, they do not want to let go their employees, but currently they do not have enough projects for all of them. What type of decision making will they need to indulge in? Elaborate. (10 Marks)**

## Ans 1.

## Situation 1

### Introduction

Rosette diamonds is a multinational corporation with five significant manufacturing divisions. Shamim will be the production unit supervisor, and he is at the rate of making weekly work plans for staff throughout the employer. This unit consists of full-time, issue, and agreement employees. Consequently, organizational selection-making would be the procedure via which

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**2. Jimmy and Charmi are Marketing managers with Bhavi Automobiles. They joined the company approximately at the same time. Jimmy is looking after luxury cars section and Charmi is looking after SUV section. Jimmy ends up getting a higher incentive than Charmi due to the kind of product and sales he has to engage in. Charmi feels let down sometimes due to this difference. However, on one occasion when Jimmy and Charmi meet at lunch hours, Jimmy shares with Charmi that he is not happy with the job and has resigned and will be joining the competition company since they offer better incentives for the luxury car section. How will you connect the equity theory of motivation in this case? Please elaborate your answer. (10 Marks)**

## Ans 2.

## Introduction

Jimmy and Charmi work for Bhavi automobiles as marketplace marketing Managers. They each commenced at the company across an identical time. Charmi is responsible for the SUV, while Jimmy is in control of numerous of the high-priced motors. Due to the nature of the goods and bidding, Jimmy receives more assistance than Charmi. Due to these discrepancies, Charmi feels humiliated at times. While Jimmy and Charmi meet for lunch, Jimmy tells Charmi that he's unhappy with his position and has stopped and will be part of a competitor enterprise that gives

**3. Japan Lights was a unit of Brizz Electricals. Japan Lights employs 120 workers for their assembly lines. The workers had been doing their job with manual assembling machines which was to be replaced by Automatic assembly lines. Please answer the following questions.**

**a. The decision of replacement was not taken positively by all the workers. Almost 80%**

**workers approached the management with a threat of a strike against bringing in the automation. Discuss two types of resistance to change usually observed in such situations. (5 Marks)**

## Ans 3a.

## Introduction

All staff was not well consulted earlier than choosing to regulate. Approximately 80% of something just like the part circulated to management and threatened to strike. Trade is both permanent and unavoidable. Progressions, then again, have generally acknowledged resistance to

**b. What techniques of handling resistance could be employed for this problem? Suggest any three. (5 Marks)**

**Ans 3b.**

**Introduction**

Organizational transition presents a beautiful set of troubles. First, comprehensive training and improved communication may be utilized to manage resistance; second, support and facilitation may be hired; and third, agreement and negotiation may be used. Deciding to regulate one's personal life is not similar to