Management Theory and Practice

**1. You are hired as a trainer by Sachin Ethanol, a newly set up organization dealing in manufacturing Ethanol from Sugarcane residue. The CEO wants you to train the newly recruited management trainees about the Principles of Management. Explain the principles of Management to these newly recruited employees by taking the help of Henri Fayol’s 14 Principles of Management.**

**SOLUTION**

**Introduction**

Henri Fayol was one of the pioneers who could highlight the difference between managerial and technical skills. He highlighted the idea that "manager" is a profession in and of itself - one that needs to be taught, researched, and developed. Let us suppose -- a team where everyone has the best technical skills on this earth, but none

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**2. The newly set up management team is divided in their deliberation on a certain topic and requires your help. The core area of this discussion is whether Management is an Art or a Science. As the chairman of the forum, can you throw some light on whether Management is an art or a science or both, and Why?**

**SOLUTION**

**Introduction**

It is a tricky issue whether Management is an Art or a Science. Still, it would be a revealing discussion to enlighten some points.

**Management As**

**3. Lemon Tree, a famous hotel chain in India is losing its market share to its peers. The major reason contributing to the same is that there is a lot of conflict in the organization due to which correct and timely decisions are not being taken. The company has hired you as a consultant to understand and solve this issue.**

1. **Explain the different types of Conflicts that can arise in an organization. (5 Marks)**

**SOLUTION**

**Introduction**

It sometimes appears that some types of conflict are always with us in the workplace. Any person in an enterprise who

b. **Explain what strategies can be used by Lemon Tree to resolve these conflicts. (5 Marks)**

**SOLUTION**

**Introduction**

Before explaining what strategies can be used by Lemon Tree to resolve their conflicts, let me cite the last 3 years’ financial status of the Hotel chain. As per the consolidated financial results (Value Stocks n.d.), the Hotel Chain’s total income came down from 203.47 crores (October 2019–December 2019) to 177