HighApproach

<u>NOTICE OF APPRECIATION</u>

We, at HighApproach, extend our warmest gratitude to **Ms. Sandhya Sah** for her generous contribution of invaluable educational resources. Your efforts have significantly bolstered our goal to deliver high-quality education and support to our learners across the globe.

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Case Study:

1. what can be the problem-able causes for conflict between Mr. Thapa & others employees?

→ There may be the probable cause for rise conflict between Mr. Thapa & other employees. Some of the probable causes are:

• Lack of consultation:
Mr. Thapa is the only individual responsible in decision making process of that organization. The failure to consult with other employees may lead to feelings of exclusion & dissolation dissatisfaction among the staff.

• Absence of direct reporting system.
The lack of a formal reporting structure might make other employees feel undervalued & marginalized, contributing towards rise of conflict towards Mr. Thapa.

• Communication breakdown:
Poor communication channels & ineffective communication methods could result in misunderstandings & frustration among employees.

2. Do you find any types of violation of principles of management in the company? Justify.

→ Yes, there are several violations of principles of management in the company. Some are:-

1. **Division of work violation:**

Mr. Thapa seems to be overseeing multiple functions, including manufacturing, & finance & marketing without clear diver division of responsibilities. This violates the principle of division of work, which suggests that task should be divided among individuals & group to ensure specialization & efficiency.
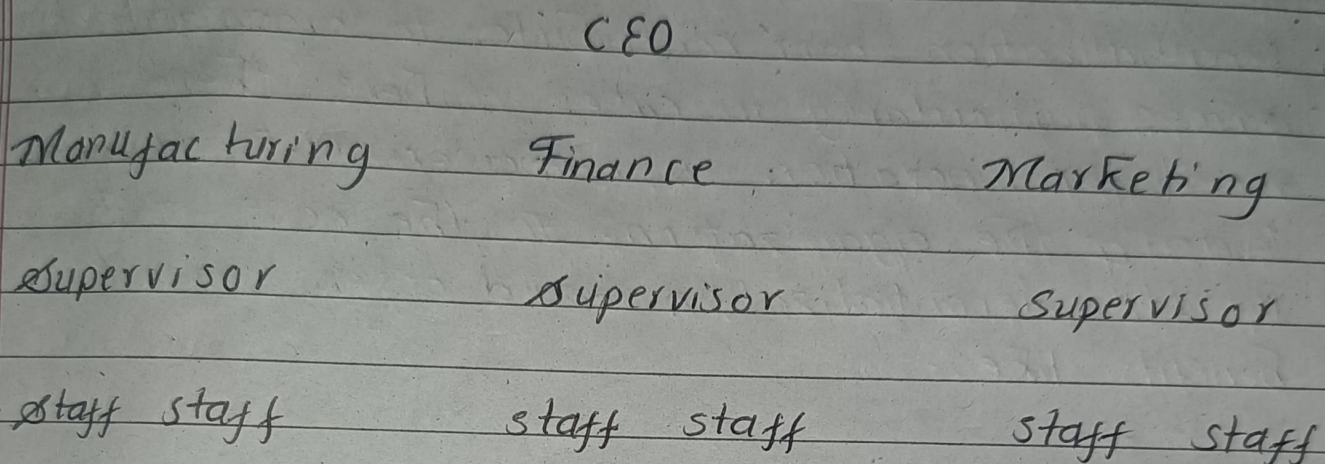
ii. **Unity of command violation:**

The absence of departmental managers & the situation where all areas are under the supervision of Mr. Thapa violates the principle of unity of command. Ideally, each employee should have only one direct supervisor to avoid confusion & conflicting instructions.

iii. **Scalar chain violation:**

The lack of a clear reporting system & the absence of departmental managers indicate a violation of th the scalar chain principle. A proper hierarchy ensures that communication flows smoothly from top to bottom & vice-versa.

3. Suggest organizational structure for the company with sketch. Also justify why this structure is the best.

CEO

Manufacturing   Finance   Marketing

Supervisor   Supervisor   Supervisor

Staff staff   staff staff   staff staff

In the suggested organizational framework for B & G Prt. Ltd. a defined hierarchy is established with a Chief Executive Officer at top, overseeing departmental managers responsible for manufacturing, marketing & finance. Underneath these managers, supervisors & support staff are allocated within each department to facilitate day-to-day operations & ensure smooth coordination. By providing clear lines of authority & responsibility as well as empowering employees at various levels, this organizational model aims to enhance efficiency & overall performance. This structure aims to foster specialization within each functional area, streamline communication channels & promote effective decision making processes.

4. Do you think the decentralization is good for organization: success? Justify on the bases of the case.

→ Decentralization can contribute to organizational success particularly in cases where there is need for innovation & empowerment at various levels of the organization. In the case of B&G Pvt Ltd. decentralization could offer several benefits like:-

i. **Improved Decision-Making.**
Decentralization allows for decision-making authority to be distributed across different levels of the organization. By empowering departmental managers & supervision's to make decisions related to their areas of expertise.

ii. **Increased Employee Engagement:**
Decentralization fosters a sense of ownership & responsibility among employees. Empowering departmental managers & supervisors. could lead to greater engagement & motivation.

iii. **Faster response to customer:**
With decentralization, decision making is closer to the point at action. This means B&G can better respond to customer needs &

preference by empowering frontline employees to make decisions.

Case Study
Coffee culture is developing throughout the nation along with speedy expansion of information technology in Nepal. Almost every city has at least 20 coffee shops in small, medium or in the large scale. In the beginning, coffee was known for high class people but in these days it is more popular in almost all groups & specially in middle - aged people. Many organizations, including few multinational chain . . . . . . Pg - 46.

Q - What were the major weaknesses of the company before the entry of Ram Bhandari ? Justify.

→ The major weakness of the company are:-
- They faced the challeng of supply chain.
  As the coffee beans was a regular need, there was a high demand of coffee beans. But they weren't able to supply it.

→ There was lack of market management & the majority of the farmers shifted to traditional crop production.
→ Company suffered shortage of raw materials & the overall cost was maximized.

2. What major principles of management were violating by the initial promoters? What consequences do you suspect because of such act?

→ The principles of management, that they violated are:-

= Planning

Planning process was **halfly** done, there was only the plan of startup but no planning about the future risk & unpredictable incidents.

- Organizing:

The initial promoters couldn't organize the activity. The demand for the coffee was high, but the supply was low. Similarly, they had limited suppliers, & still couldn't maintain & hold the suppliers.

~~Case study~~:

1. What were the major weakness of the company before the entry of R.

3. Based on the cause, list the role of managers.

Role of managers are:-

- Organizing resources:

It includes allocating people, time & budget effectively.

- Decision Making:

Making decisions based on data & insights.

- Problem solving
- setting goals
- Risk management
- Quality Assurance

4. what task environmental factors does the company experience?

    The company experiences the factors like
- Customers: As there are large no. of buyers searching for coffee beans.
- Suppliers & Distribution: There are limited suppliers & especially facing scarcity.
- Interest & pressure Groups.