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Bs (SE) IV

Section = "A"

Subject = principal of
Management

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Question No 02

(ANSWER 10)

Being visionary leaders how are they managing the staffs??

ANSWER :-

Leah Hockley (International — Airport Review)

As part of International Airport Review's exclusive coronavirus roundtable, representatives from ACI Asia-Pacific, the Airport Operators Association, the Australian Airports Association and Tidal Basin discuss the impacts of Covid-19 on aviation, and what is being done by the sector in order to further prevent the spread of the virus.

Impact, so far, has Covid-19 had on the aviation industry's revenue intake - this trend continue in the following months.

Baranci:- Asia Pacific and Middle Eastern airport revenues are under tremendous pressure three months into 2020 amidst the impact of the Covid-19 outbreak.

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The Impact of virus has been a rapidly developing situation. With in a couple of weeks, in the UK we went from no restrictions in public life to a nationwide lockdown - and airports have done their utmost to respond appropriately to each development.

Whether, overall, we have taken the right approaches - I think it's too early to look at that in depth. We could be at the start of a prolonged period of no to limited air traffic.

Much depends on how the UK government responds to that and how they will support airports and the wider economy through that. Once this is all over, I am sure we will look back and see what lesson we can learn.

Question No :- 02

ANSWER :-

Ten Managerial roles of Mintzberg :-

① :- Figure head

As a manager, you have social, ceremonial and legal responsibilities. You are expected to be a source of inspiration. People look up to you as a person with authority and as a figurehead.

② Leader :->

This is where you provide leadership for your team, your department or perhaps your entire organization.

③ Liason :->

Managers must communicate with internal and external contacts, you need to be able to network effectively on behalf of your organization.

Monitor :-> In this role, you regularly seek out information related to your organization and industry, looking for relevant changes in the environment.

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⑤ Disseminator :-

This is where you communicate potentially useful information to your colleagues and your team.

⑥ Spokes person -

Managers represent and speak for their organization. In this case you're responsible for transmitting information about your organization and its goals to the people outside it.

⑦ Entrepreneur :-

As a manager, you create and control change within the organization. This means solving problems, generating new ideas, and implementing them.

⑧ Disturbance handler :-

When an organization or team hits an unexpected roadblock, it's managers who must take charge. You also need to help mediate disputes within it.

⑨ Resource Allocator :- You'll also need to determine where organizational resources are best applied.

⑩ Negotiator :- You may be needed to take part in, and your direct important negotiations within your team, department, or organization.

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As a manager, you probably fulfill many different roles every day.

For instance, as well as leading your team, you might find yourself resolving a conflict, negotiating new contracts, representing your department at the board meeting, or approving a request for a new computer system.

Put simply you're constantly switching roles as tasks, situations and expectations changes. Management expert and professor Henry Mintzberg recognized this, and he argued that there are ten primary roles or behaviours that can be used to categorise a manager's different functions.

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Question:- 03

-! Answer:-

① Conceptual Skills:-

Conceptual Skills is the ability to view the organization as a whole and as a total entity as well as a system comprised of various parts and sub-systems integrated into a single unit. This skill is specially crucial for help top level executives who must keep the whole know each unit of airline is doing their jobs to fight out covid-19.

② Inter-personal Skills:-

Interpersonal skills is the ability to work with other people in a co-operative manner during this pandemic. It involves understanding, patience, trust and genuine involvement in interpersonal relationship. These are interpersonal skills and are necessary at all level of management. People with good interactive interpersonal skills build trust and co-operation as they motivate and lead and this becomes successful managers of airline whom tackle covid-19.

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③ Technical Skills:-

These skills are basically involve the use of knowledge, method and techniques in performing a job effectively - And in an airline during this time of pandemic an airline shall have a complete team of medics whom deals the people so no one is effected of the virus.

Political Skills:-

political skills can be described as the ability to get your own way without seeming to be selfish or self-oriented. it's the ability to get your share of power and authority and use it without fearing of loosing it. It is the most complex of skills in the sense that it is required for establishing the right connections and impressing the right people and then skillfully using these connection in the betterment of the airline.

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Question no 2- of
Answer 1-

Is the decision making in
Airlines Business centralized
or decentralized? _____

Decentralization(s)

Employee will better
develop in decentralized decision
making where they feel they
are part of team whenever
you involve employee in
decision making you can easily
achieve your desired objective
in better way (Jeston J. & Neik
J, 2006) if we talk about PIA
in PIA delegation of Authority
is limited due to central-
ized decision making. The
authorities reserve the right
to make decisions in board
meeting or you can say that
only top level management can
make desired decision in board
meeting. The middle and lower
management is not allowed to speak
against the top level management
whatever top level make or
implement they have to follow
the decision.

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Question : 05
-: Answer :-

⊛ The first step in decision making is to making the problems and strategic issue that requires the decision making. In our case the problem is Covid-19. Now the problem is the safety of people and how they can use our services in this lockdown.

⊛ Second step is to specify a criteria on the basic of which the decision is to made. In case of Covid-19 the criteria is to increases health care check up provide transport from house to airport and back to house and also safety gear.

⊛ Third step is to identify alternatives as possible solution. Like decreases in price as people can not earn in this pandemic etc. The alternatives that are not feasible should be eliminated.

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④ fourth step is to perform relevant information analysis. In this step the decision maker is to analyse relevant cost and generated revenue also he predicts the fluctuation in these rates.

⑤ fifth step is to, based on the relevant cost and revenue analysis choose the best alternatives.

⑥ In the sixth and final step, the manager evaluates the performance of the implemented decision as a basis for feedback to a possible reconsideration of this for decision as it relates to future decision. He analyse it continually for any improvement.

END