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Course: Principle of Management

Final Term Assignment

Date: 26/06/2020

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14582 (1)

QNo 1: Being visionary leaders how are they managing the staff? Find out how airlines are maintaining the staff Salaries. (Name the airlines and be specific)?

Ans 1: A leader should have a good understanding of his team. This will enable him to know what motivates them. An example of motivation may involve providing a comfortable cafeteria or a break room with comfortable furniture and lots of white boards where employees can relax and brainstorm together.

Creating an environment where workers can realize their peak performance is a necessary action towards achieving your vision. Such positive actions make your vision more realistic for team members. An enabling environments also allows members the freedom of creativity.

The aviation industry has been among the worst hit by the outbreak

14582 (2)

which has dented travel demand and forced major airlines to lay off staff and seek government bailouts.

State airlines Emirates and Etihad have operated limited, mostly outbound services from the United Arab Emirates and Etihad have operated limited mostly outbound services from the United Arab Emirates since grounding passenger flights in March.

They are due to restart some connecting flights this month after the UAE, lifted a suspension on services who passengers stop off in the country.

In Dubai, Emirates told employees on Sunday it would extend a three-month wage cut due to end this month until September 30, according to an internal email seen by Reuters.

In some cases pay cuts will also be deepened with some basic salaries reduced by 50%. The email, Emirates Group employees said.

14582 (3)

The decision was made after reviewing all possible ways to preserve its cash position. It said state-owned Emirates Group, which wages reduced by 25% to 50% for three months from April, with junior employees exempted. Abu Dhabi Etihad Airways has extended its salary cuts of between 25% to 50% to September, a spokeswoman said, as it considers all options to protect jobs and preserve cash.

The airline originally reduced salaries for the month of April.

14582 (4)

Q2: Based on ten Managerial roles of Mintzberg, how will an airline manage its operation? Mention all the roles with example?

Ans2: As a Manager, you probably fulfill many different roles every time or every day -  
For instance as well as leading your team you might find yourself resolving a conflict.

### Leadership Managerial Roles -

Henry Mintzberg grouped these roles in to three classes -

① Interpersonal -

② Informational -

③ Decisional -

① Interpersonal -

→ Figurehead - Represent the organization in legal, social, ceremonial and symbolic activities -

→ Leader role: Hire and train employees direct and motivate subordinates, evaluating performance -

14582 (5)

→ Liaison Roles: Networking effectively on behalf of your organization.

## (2) Informational Roles:

→ Monitor Roles: When leader seeks and acquire work-related information.

→ Disseminator Roles:

Communicates information to other within the organization.

→ Spokesperson Roles:

Provides information to people outside the organization.

## (3) Decisional Roles:

→ Entrepreneur Roles:

When leader innovates and initiates improvement projects.

→ Disturbance Handler Roles:

When leader takes corrective action during crisis situations.

14582 (6)

→ Resource Allocator:

Decides where  
to apply resources -

→ Negotiator Role:

When a leader  
represents the organization during  
all official negotiations.

Q3: Based on four skills of Management  
Conceptual Interpersonal Technical Political  
how will you run airline business -  
(conceptual answer only)?

Ans (3)

This knowledge and ability can be  
learned and practiced. However  
they also can be acquired through  
practical implementation of required  
activities and tasks. Therefore you  
can develop each skill through  
learning and practical experience  
as a manager -

Business owners are entrepreneurs  
until they become managers. When  
they become managers, they will  
need to deal with new problems  
managerial problems.

14582 (7)

There are 3 types of skills that are essential for a successful management process.

- ① Technical skills -
- ② Conceptual skills -
- ③ Human or interpersonal management skills -

① Technical skills -

As the name of these skills tell us they give the managers knowledge and ability to use different techniques to achieve what they want to achieve.

② Conceptual skills -

Conceptual skills present knowledge or ability of a manager for more abstract thinking that means he can easily see the whole through analysis and diagnosis of different states.



14582

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Q4: Is the decision making in Airline Business centralized or decentralized? Support your answer with logical reasoning?

ANSY

The decision is to make an airline decentralized as the company works in different regions and will have a lot of employees. It is very difficult to maintain such a structure with centralized design where only one manager takes all the decisions or the decision comes from top to the bottom by layers. In this way there is no time for the manager to communicate or to gather all the information about a specific task and cannot cope with this situation.

By making the company decentralized there are different managers for different resources and how to use them which minimize the pressure and also there are now more people

14582

(9)

to handle and to react to a change. Now the company can work its way to adopt to change easily -

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Q5: Looking at the current unstable situation, how will you apply the six steps of decision making to cope with the problem?

Ans:

The current unstable situation will apply the six step of decision.

The World Health Organization held a media briefing to update the public on the COVID-19 outbreak. The Director-General outlined six step every country must take and tailor to its unique needs to fight the virus. With more than a billion new people on lockdown this week the World Health Organization (WHO) has a simple request Don't waste this opportunity -

14582

(10)

Physical distancing measure such as lockdowns only slow the virus' spread WHO officials warned. They can't eradicate it. Cancelled events.

Closed schools and stay-at-home orders buy countries time to develop targeted measure to attack the virus.

"Already we have lost over 16,000 lives he added. "We know we will lose more. How many more will be determined by the actions we take and the decisions we make now".

To that end, the Director General outlined six steps that any country can take regardless of its size or scenario. to fight the virus.

6 steps =

- ① Expand train and deploy your public health.
- ② Implement a system to find every suspected case.
- ③ Ramp up testing capacity and availability.

14582

(11)

(4) → Identify and adapt key facilities you will use to treat and isolate patients -

(5) → Develop a clear to quarantine contacts -

(6) → Refocus the whole of government on suppression and containing COVID-19 -