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SUBJECT: PPRINCIPLE OF MANAGEMENT

QUESTION NUMBER 1: 1. Being visionary leaders how are they managing the staff? Find out how airlines are maintaining the staff salaries. (Name the airline and be specific)

ANSWER:

To be a visionary leader one have to perform these four vital tasks for managing the staff.

- Hire the right employees and constantly improve their skills.
- Build an organizational culture.
- Communicate the visions and values of a company.
- Motiva workers to higher level of performance.

Now let me take an example of our own PIA.

PIA is a national airline which operate passengers and cargo service it is the 16th largest airline in Asia.

HOW AIRLINES IS MAINTAINING THE STAFF SALARIES:

According to the news the COVID-19 cases are up to 196k and due to social distancing airline industries had suffered a loss of 3.4 billion globally and the national carries was incurring a loss of almost of almost 6 billion every month' due to coronavirus.

So, in this situation PIA CEO announced a temporary reduction in the

salaries of all the employees.

whose annual gross pay is above RS 100,000 has been slashed by 10% and whose pay is above 300k will face 15% salary cut.



QUESTION NUMBER 2: 2. Based on ten Managerial roles of Mintzberg, how will an airline manage its operations? Mention all the roles with examples.

ANSWER:

Dr. Henry Mintzberg, a prominent researcher says that what managers do can best be described by looking at the roles they play at work. The term management roles refers to specific categories of managerial behavior.

There are three types of roles which a manager usually does in any organization.

INTERPERSONAL ROLES:

Interpersonal roles are roles that involve people (Subordinates and persons outside the organization) and other duties that are ceremonial and symbolic in nature. The three inter personal roles include being a figurehead, leader and liaison.

FOR EXAMPLE:

The figurehead performs symbolic legal or social duties.

The leader builds relationships with employees and communicates

with, motivates and coaches them. As a leader they hire, train and motivates the individuals.

The liaison maintains a network of contacts outside the work unit to obtain information. This role often involves serving as coordinator or link among people, groups, or organization.

INFORMATIONAL ROLES:

It involves receiving, collecting and disseminating information. The three informational roles include as monitor, disseminator, and spokesperson.

FOR EXAMPLE:

As monitor they actively seeks information that may be of value. The monitor seeks internal and external information about issues that can affect the organization.

As Disseminator they transmit information internally that is obtained from either internal or external source.

As Spokesperson transmit the information about the organization to outsiders.

DECISIONAL ROLES:

It involves making significant decisions that affects the organization. Decisional roles revolved around making choices. The four decisional roles include entrepreneur , disturbance handles, resource allocator and negotiator.

FOR EXAMPLE:

The Entrepreneur acts as an initiator, designer and encourager of change and innovation.

The disturbance handler takes corrective actions when the organization faces important, unexpected difficulties.

The resource allocator distributes resources of all types including time,

funding, equipment, and human resources.

The negotiator represents the organizations in many negotiations affecting the manager's areas of responsibility.

QUESTION NUMBER 3:3. Based on four skills of management, Conceptual, Interpersonal, Technical, Political how will you run airline business.(conceptual answers only)

ANSWER:

According to the Managerial skills any Airline business can run successfully:

TECHNICAL SKILLS:

According to technical skills. As in technical skills of management focus is on 'What is done'. Skills necessary to accomplish or understand the specific kind of work being done in an airline which will include the specialized knowledge and proficiency I.E each and every employee will have the knowledge. The analytical ability and how to work with things tools and techniques.

ACCORDING TO INTERPERSONAL SKILLS:

The main focus is on how something is done. Here the ability to communicate with, understand and motivates both individuals and groups are used.

In an airline the interpersonal skills are used where work with and through people is done and effective as a group/ team members' and also motivates, communicates and resolves conflicts can run a business successfully.

ACCORDING TO CONCEPTUAL SKILLS:

Focus is on something is to be done here to run a successful Airline business the manager's ability to think in the abstract and to see the big picture, to perceive how all the parts fit together and to understand the corporation as a whole.

ACCORDING TO POLITICAL SKILLS:

To run the airline business successfully the political skills must be included in that person. They tend to choose the organizational battles wisely and size up situation before deciding how to present ideas to others. Sincerity plays most important role in a successful business.



QUESTION NUMBER 4: Is the decision making in Airline Business centralized or decentralized? Support your answer with logical reasoning.

ANSWER:

The decision making of PIA is decentralized.

DECENTRALIZATION:

It is the process by which the transfer of authority from central to local government occurs.

So PIA is decentralized because of

Autocratic style to be changed to participative leadership.

Minimal delegation of authority to be maximized.

Easy management.

Increase motivation.

Easy access to information and Resolution to conflicts.

AUTOCRATIC STYLE TO PARTICIPATIVE LEADERSHIP:

The airline supports democratic leadership in place of Autocratic style where all the decisions are made by the workers and employees over there in participative order.

MINIMAL DELEGATION OF AUTHORITY TO BE MAXIMIZED:

The minimal delegation of Authority is maximized in order to make decisions fast and accurate.

EASY MANAGEMENT:

The management of an airline is so at a next level manage that each and every sort of work has to be done in seconds.

INCREASE MOTIVATION:

Motivation is given to new employees and workers to perform well.

EASY ACCESS TO INFORMATION AND RESOLUTION TO CONFLICTS:

Each and every information is accessible and the resolution of conflicts are often easy.



QUESTION NUMBER 5: 5. Looking at the current unstable situation, how will you apply the six steps of decision making to cope with the problem?

ANSWER:

Problem solving and decision making belong together. You cannot solve a problem without making a decision. There are two main types of decision makers. Some people use a systematic, rational approach. Others are more intuitive. They go with their emotions or a gut feeling about the right approach. They may have highly creative ways to address the problem, but cannot explain why they have chosen this approach.

STEPS IN AN EFFECTIVE DECISION-MAKING PROCESS:

The most effective method uses both rational and intuitive or creative approaches. There are six steps in the process:

A: The first step is to identify the organizational problem, i-e, inconsistency between a current state or condition and what is desired.

1- The scanning state involves monitoring the work situation for changing circumstances that may signal the emergence of a problem.

2-The categorization stage entails attempting to understand and verify signs that there is some type of inconsistency between a current state and what is desired.

3-The diagnosis stage involves gathering additional information and specifying both the nature and the causes of the problem.

SPECIFY THE CRITERIA:

After identifying the problem, the decisions makers should specify the criteria upon which a decision is to be made. Most often, the criteria or the objective can be easily quantified.

FOR EXAMPLE:

In airlines the objective can be easily quantified such as minimizing the cost, improving profit through increase return on investment, increase sharing of company product.

B: The generation of alternative solutions step

1- Offer even seemingly wild and outrageous ideas in an effort to trigger more usable ideas from others.

2- Offer as many ideas as possible to increase the probability of coming up with an effective solution.

FOR EXAMPLE:

Here in any airline there are more than one alternative.

If a captain or a host are not able to attain their flight they must be another captain for that flight.

4-The choice of an alternative step comes only after the alternatives are evaluated systematically according to general criteria:

E.G:-

1-Feasibility is the extent to which an alternative can be accomplished within related organizational constraints, such as time, budgets, technology, and policies.

2-Quality is the extent to which an alternative effectively solves the problem under consideration.

3-Acceptability is the degree to which the decision makers and others who will be affected by the implementation of the alternatives are willing to support it.

4- Costs are the resource levels required and the extent to which the alternative is likely to have undesirable side effects.

5-PERFORM RELEVANT INFORMATION ANALYSIS:

In the fourth step, a manager collects relevant data (costs or benefits)

as associated with each others.

here managers also makes predictions about relevant information corresponding to alternative in terms of future values of relevant.

E.G:-

In any Airline almost every airport has a manager which has to know about all the relevant of that airline.

6- Finally, the implementing and monitoring the chosen solution steps must be planned to avoid failure of the entire effort.

1- Implementation requires careful planning.

2- Implementation requires sensitivity to those involved in or affected by the implementation, a Affected individuals are more likely to support a decision when they are able to participate in its implementation.

3- Monitoring is necessary to ensure things are progressing as planned and that the problem that triggered the planning process has been resolved.

E.G:-

Almost everywhere in the world each and every airline has the implementation to avoid any type of failure.

