



Name: Waseem Khan

ID: 12984

Department: BS (CS)

Semester: 8th

Course: principle of management

Question no 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:

A **visionary leader** ensures the vision becomes reality by stating clear goals, outlining a strategic plan for achieving those goals and equipping and empowering each member to take action on the plan at the organizational, team and individual levels.

Emirates has extended 50% salary cuts until September as the Dubai-based carrier steps up measures to preserve cash, according to an internal memo.

The basic salary reduction, which took effect on April 1, will be applied to all employees at grades 4 and above, the airline said in an internal email viewed by Bloomberg. "We continue to navigate the impact of Covid-19 on our business and are reviewing all possible options to preserve our cash position."

Question no 2

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

Answer:

Figurehead:

As head of a department or an organization, a manager is expected to carry out ceremonial and/or symbolic duties. A manager represents the company both internally and externally in all matters of formality.

Leader:

In his leading role, the manager motivates and develops staff and fosters a positive work environment. He coaches and supports staff, enters into (official) conversations with them, assesses them and offers education and training courses.

Liaison:

Cooperate offices linked to the Emirates like the cargo handler, hotels, shopping plazas etc.

Monitor:

As a monitor the manager gathers all internal and external information that is relevant to the organization.

Like in Emirates they info about which type of passengers are willing to travel in this pandemic. What they want from the airline? And what airline can do for them.

Disseminator:

As a disseminator the manager transmits factual information to his subordinates and to other people within the organization.

As he collected the info regarding this present situation, he will transfer it to its relative departments. Like Marketing, sales etc.

Spokesman:

As a spokesman the manager represents the company and he communicates to the outside world on corporate policies, performance and other relevant information for external parties.

Entrepreneur:

As an entrepreneur, the manager designs and initiates changes and strategies.

Like they have cut down their employees, lower their expenses.

Disturbance handler

In his managerial role as disturbance handler, the manager will always immediately respond to unexpected events and operational breakdowns. He aims for usable solutions.

Resource allocator

In his resource allocator role, the manager controls and authorizes the use of organizational resources. He allocates finance, assigns employees, positions of power, machines, materials and other resources so that all activities can be well-executed within the organization.

Negotiator

As a negotiator, the manager participates in negotiations with other organizations and individuals and he represents the interests of the organization.

Question no 3

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

Answer:**Conceptual:**

You will understand the flow of market. You will note about the upcoming changes and advancement in the market.

Interpersonal:

You will have discussion with your staff member, your employees, and your consultant about the current situation. Gather the fact and then you will take decision.

Technical:

You will become technical about the situation where advancement is needed. You will try to use your resources at maximum. This will help to come over the situation. Like installing sanitization plants etc.

Political:

Your understanding of the situation by gathering facts and taking decision with open mind. Like you have to face the reality that you have to let go some of your loyal employees in order to survive the situation.

Question no 4

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

Answer:

In airline business decision making is centralized. You have to follow rules and regulations. Because that's the field where minor mistake can lead towards the big loss. Your employees are not able clear the passenger queries flight is delayed and you have lost a big money.

Question no 5

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

Answer:

Emirates is whom we looking at;

- a. You have decided to let your employees go. That the decision in your mind.
- b. You will gather relevant information about the situation. Facts & figures.
- c. You will look towards the alternatives of how your industry is going to survive.
- d. You will know weigh the evidence with the situation. Should you keep that person or not?
- e. You have to go in details to decide which of your employee you are letting go.
- f. Now everything is clear to you and you will give your decision.