

Iqra National University

Peshawar

Name Amir Sohail

ID 16436

Department BS (CS)

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Question 1

Visionary leader ⇒

A visionary leader is a person who has a clear idea of how the future should look. They set out concrete steps to bring a vision to life, and then they lead a team of people in that direction. In this article, we'll talk about the key traits that make a great visionary leader as well as some of the challenges they may face. We'll then explore a few strengths of visionary leadership and some actionable steps you can take to adopt this management style.

Managing Staff

The leader that guides and supervises production staff in an organization has influence over productivity, morale and job satisfaction among all workers. A manager or supervisor uses a leadership

style that is a product of his personality. Leadership styles must also work well with employees skill level and independence.

Airline Maintaining Staff Salaries. Salaries depend on the airline the type of aircraft you're flying and your experience.

Starting salaries for newly qualified first officer, working for a small operation, may be around £20,000.

Starting salaries in larger companies PIA can reach £28,000.

Salaries for more experience pilots can range from £36,000 to £48,000 in a first officer role.

The starting salary for a captain with a medium size airline may range from £57,000 to £78,000.

Those employed by major operations can earn £97,000 to more than £100,000.

Some companies run apprenticeship schemes for fully-trained pilots looking for their first job, where salaries may be lower but further training will be paid for by the company. Starting salaries may be higher in other companies, but you'll be required to fund the additional salaries training yourself.

A Pilot's salary is often incremental rising with each year of service with the company. Benefits usually include a pension scheme, various allowance and discounted travel.

Question 2

Mintzberg's Managerial Roles

Henry Mintzberg studied CEOs at work and created a scheme to define what managers do on the job. These are commonly referred to as Mintzberg's managerial roles.

These can be grouped into three Primary heading interPersonal, information and decisional.

Ten Mintzberg Managerial Role

- i Figurehead
- ii Leader
- iii Liaison
- iv Monitor
- v Disseminator
- vi SpokesPerson
- vii Entrepreneur
- viii Disturbance Handler
- ix Resource Allocator
- X Negotiator

1 Figurehead

Manager serves as an official representative of the organization or unit. Greeting visitor, signing legal and documents.

2 Leader

Manager guides and motivates staff and act as a positive influence in the workplace. Staffing and training is activities.

3 Liaison

Manager interact with peers and with people outside the organization to gain information.

This identify activities Acknowledge mail, email. serving on boards: Performing activities that involve outside

4 Monitor

Manager receives and collect information. This activity Reading magazines and report, and maintaining personal contacts.

5 **Communication or Disseminator**
 Manager distribute information within the organization. This activity Holding meeting, making Phone call to relay information.

6 **Spokes Person**
 Manager distributes information outside the organization. This activity Holding board meeting; giving information media.

7 **Entrepreneur**
 Manager initiates change. This activity organizing session to develop new Program, supervises design of Project.

8 **Disturbance Handler**
 Manager decided how conflict between subordinate should be resolved. This activity step in when an employee suddenly leaves or an important customer is lost.

9 Resource Allocator

Manager decides how the organization will use its resources. This activity includes scheduling, requesting, authorization, budgeting.

10 Negotiator

Manager decide to negotiate major contract with other organization or individual. This activity includes participating in union contract negotiations or in those with suppliers.

Airline Management Operation

Managing an airline takes more than just moving passengers between airports. It includes scheduling, planning, network maintenance of aircraft, staffing, customer services and more. When you major in airline management and operation at Purdue University to navigate the many aspects of managing an airline, you will gain a broad exposure to

aviation management with a strong focus on airline operation. Your courses will provide insight into how the world public and projected small business decision. Some of your first year technical and business course.

During covid 19 your circuit situation of an airplane manage degree, you work with faculty in the school of aviation and Transportation Technology who have your of experience in industry.

Example

During circuit condition all airline business lost because all boarder of country is close.

Question 3

Management Skills:

Generally speaking, effective manager must be proficient in four general skill areas.

- Conceptual
- InterPersonal
- Technical
- Political

1 Conceptual Skill

The mental ability to analyze and diagnose situations. The skill that help manager understand how different parts of a business relate to one another and to the business as whole.

Decision making, Planning and organizing require these skill.

2 InterPersonal Skill

The ability to work with understand, mentor, and motivate other people. Interviewing job application, forming Partnership with

other business and resolving conflict all require these skill.

3 Technical Skill

The ability to apply specialized knowledge or expertise. Specific abilities that people use to perform their job.

Operating a word processing program, designing a brochure, training people to use a budgeting system, understanding manufacturing system etc. are example of technical skills.

4 Political Skill

The ability to enhance one's position, build a power base, connections, acquire resource for the business are low during covid-19. The airline business is very slow because covid 19.

Question 4

Centralization =>

Decision authority is located to near the top of the organization.

Decentralization =>

Decision authority is pushed downward to all level
Factor that influence centralization
verse of decentralization.

-> Change and uncertainty is decentralization

-> Strategic fit
Crisis, Failure Risk is Centralization.

Fifteen to 20 year ago, workforce planning was primarily managed at the local level with each station doing their own planning now in North America, for example, the top six largest airline

are all deploying centralized Planning at the Corporate headquarter level. This a function of both a greater awareness of the advantage centralized Planning provide, and both the fact that airline workforce management Planning tool have continue to mature to better meet the airline needs.

Airline are having a good year in term of high demand. However that has led to increase challenge relating to two area of their highest costs. fuel and labor. Regarding the latter airline labor costs have been steadily escalating over the past several year, placing added pressure on Profit margins.

International Air Transport Association (IATA) Chief Economist Brian Pearce estimate that higher labor cost will take airline 2017 Profit margins to approximately 80% which is down from 2016. Understandably, the airline are continuing to focus on new workforce management approach that will help them contain cost. One area which is receiving a lot of attention is centralized vs decentralized workforce planning. INFDRM GmbH spoke with one of its own top workforce management consultants and former operation manager George Schuver (GS) about this timely topic.

Question: 5

Step of decision making

There are many step of decision making circuit situation.

- i Identify your Goal
- ii Gather information for weighing your option.
- iii Consider the consequence
- iv Make your Decision
- v Evaluate Decision
- vi Misidentifying Problem

1 Identify your Goal

One of the most effective decision making strategies is to keep an eye on your goal. This simply mean identifying the Purpose of your decision by asking yourself what exactly is the Problem that need to be solved?

Figuring out what most important to you will help you make good decision, when you know the reason why you have making

a Particular decision. it will better serve you in staying with it and defending.

2 Gather information for weighing your options

When making good decision it is best to gather necessary information that is directly related to the Problem. Doing this will help you to better understand what need to be done in solving the Problem and will also help to generate idea for possible solution.

When gathering information it is best to make a list of every possible alternative, even one that may initially sound silly or seem unrealistic. Always seeks the opinions of people that you trust or speak to expert and Professional, because it will help you to come up with a variety of solution when weight allocation.

3 Consider the Consequences

This step can be just as important as step one because it will help you determine how your final decision will impact yourself, and for both involved. In this step, you will be asking yourself what is likely to be the result of your decision. How will it affect you now? And how will it affect your future?

This is an essential step because it allows you to review the Pros and Cons of the different options that you listed in the previous step. It is also important because you want to feel comfortable with all your options and the possible outcome of whichever one you choose.

4 Make your Decision

Now that you have identified your goal gathered all necessary information, and weighed the consequence it is time to make a choice and actually execute your final decision. Understanding that this step can cause some people a lot of anxiety is important because this is where you have to trust your instincts.

Although you may still be slightly indecisive about your final decision you have to take into account how this makes you feel. Ask yourself, does it feel right? And does this decision work best for you now, and in the future? When you answer those question backs you should feel good about the result.

5 Evaluate Your Decision

once you have made your final decision and put it into action,

it is necessary to evaluate the decision and the step you have taken to ensure that it works.

This final step is probably just as important as step one, if not more important, because it will help you to further develop your decision making skill for future problems. This step is also fundamental because it may require you to seek out new information and make some changes along the way.

Remember this step requires some patience and it can also encourage perseverance. Why?

Because it may take some time to see the final outcome.

Recognizing that if the first decision is not working,

Because it may take some time to see the final outcome. Recognizing that if the first decision is not working? You may go back to step two and choose another option.

Always looking for and anticipating unexpected problems will help alleviate undue stress, if and when a problem occurs. Although these five steps can help assist in simplifying the decision making process, there are some common drawbacks that you must also take into account consider these.

6 Misidentify Problem

Many times the problem will be obvious, but there may come a time when identifying the main problem is not

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