

Question No 1

Being visionary leaders how are they managing...

... salaries?

Answer:-

A visionary leaders manages there staff in an impressive way. First they give they increase their salaries due to covid-19. Many staff members are suffering from this disease. The leaders trying to provide sufficient motivation. leader have good understanding with their staff members. 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 board (2)  
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 environment also  
allows members the freedom of  
creativity. Think of how many ways we  
can do for our staff members.

### Maintaining the staff salaries:

The aviation industry has been worst  
hit by the outbreak, which has  
a huge burden for the aviation  
industry and seek government bailouts.

Dubai Emirates told employees on Sunday (3) if it would extend a three month wage cut due to end this month until September 30, according to an internal email seen by Reuters.

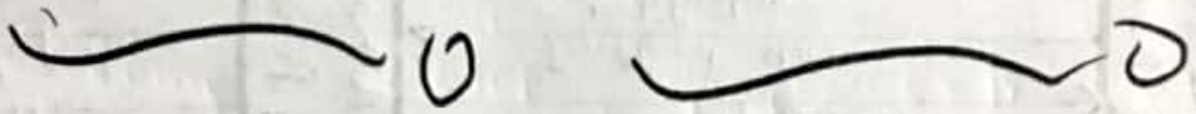
In some cases, pay cuts will also be deepened, with some basic salaries reduced by 50%.

The email to Emirates Group employees said Emirates had previously reduced basic wages reduced by 25% to 50% for three months from April, with junior employees exempted.

Abu Dhabi's 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 (4)  
preserve cash.

The airline originally reduced salaries  
for the month of April.



## Question # 2

Based on ten managerial roles of Mintzberg how will an airline manage its operation. Mention all the roles with examples.

Answer::

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

As leading your team, you have to negotiating new contracts, representing your department for a board meeting.

Professor Henry Mintzberg recognized this and argued that there should be ten primary roles or behaviours that can be used to categorize a manager different functions.

The ten roles are

- Figure head
- Leader

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The ten roles are

- Figure head
- Leader

- Li aison
- Monitor
- Disseminator
- spokes person
- Entrepreneur
- Disturbance Handler
- Resource Allocator
- Negotiator

Then these ten roles are then divided up into three categories: as follows.

Category	Roles
Interpersonal	Figurehead Leader Liaison
Informational	Monitor Disseminator Spokes person
Decisional	Entrepreneur Disturbance Handler Resource Allocator Negotiator

## Interpersonal category:-

This category provides information and ideas.

1) Figure head:- As a manager, you have responsibilities to be the source of inspiration for your staff.

2) Leader:- Leadership is a factor. If you have a good leadership quality, so the staff will work properly. and leadership manage the performance and responsibilities of everyone in the group.

3) Liaison:- Manager communicates with internal and external contacts. You need to be able to network effectively on behalf of your organization.



## Decisional category:

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 the manager 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. This involves allocating funding, as well as assigning staff and other organizational resources.

10) Negotiator:- You may be needed to take part in and direct important negotiations with your team.

Question # 3:

Based on four skills of management, conceptual, Intupersonal - - - - - business

Answer:

Managerial skills:

managerial skills are the knowledge and ability of the individuals in a managerial position to fulfill some specific management activities or tasks. Through this knowledge you can learned and practiced through practical implementation. Therefore you can devup each skill through learning and practical experience as a manager. Manageral skills are important because it needs skills that will help them to manage people and technology to ensure an effective and efficient realization of their work.

duties.

## Three types of skills:-

- Technical skills
- Conceptual skills
- Interpersonal management skills.
- Political skills.

### Technical skills :-

Technical skills give knowledge and abilities to managers to use different techniques to achieve what they want to achieve. Technical skills are not related only for machines, production tools or other equipment, but also they are skills that will be required to increase sales, design different types of products and services -

on the other hand, the person

who becomes sales manager will start to build his next type of required skills. It is because if his task until now was only to work with the customers as a sales representative, now he will need to work with employees in the sales department in addition to the work with customers. (12)

Due to covid-19 the airlines are stopped all over <sup>the world</sup> and it is becoming a big issue - so that's why there is becoming many technical issues because of planes take off issues. That is why it is becoming issue in machines.

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 sales. In such a way they can predict the future of the business or department as a whole.

Conceptual skills are vital for top managers, less critical for mid-level managers and not required for first level managers. As we go from the bottom of the managerial hierarchy to the top, the importance of these skills will rise.

### Interpersonal skills:-

Interpersonal management skills present a manager's knowledge and ability to work with people. One of the most critical management tasks

is to work with people without people,  
there will not be a need for the  
existence of management and managers.

These skills will enable managers to  
become leaders and motivate employees  
for better accomplishments. Also they will  
help them to make more effective  
use of human potential in the company.



14)

Q4 Is the decision making in Airline business centralized or decentralized?

Answer:

Due to covid-19 there were getting many problems and it was also occurred in Airports. Due to covid-19 airports were closed. And the airports were in a great loss. So in this situation the system was decentralized because top level ~~staff~~ leaders only give plans to implement and the middle and low level staff implement the decision to other members. It also works in machines to get better. It also take care all the staff members.

Some experts have proposed a model of decentralized management for Spanish airports in an effort to make it easier for them to pursue flexible strategies for differentiating themselves from others. Because of the competitive pressures facing airlines and make geographical layout of the Spanish airport network.





## Question #5:

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

Answer:

### Gathering information:

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To gather all the information and decision should be made individually or through teamwork. If the objective is best approached individually, consult those who have a stake in the decision or those with the expertise on the information to be used. If you're getting a team, get the right people together and encourage everyone to voice their options and express their ideas.

Identify Alternatives:

This is the open minded part of the process. You're simply searching for alternatives by looking at all sides of problem you're facing. At this stage. It's important not to focus on coming up with the right answer. but to identify all the possible alternatives from different perspective such as marketing or financial viewpoints.

Comparing & Evaluating Alternatives:

This step of the managerial decision making process is where you will get into the nitty-gritty of each alternative you identified as a possible solution. Evaluate them in terms of feasibility, risk, impact and benefit.

## Making choices.

At this stage you have thought the problem through from every angle, sought input where needed and established a list of possibilities and outcomes. You should be well armed to make a choice.

It's time to show your management style, put your decision-making power to the test and choose a course of action.

## Implementing your decision.

Now that you have made the choice, it is time to implement the infrastructure to support your decision. This is where you well-considered fully informed

emerges as it is transformed from an abstract idea in a concrete plan of action.

Checking your decision:

Just because you've finally made a choice does not mean it has to stand etched in stone. The final step in the managerial process is where you evaluate your choice to see whether or not it is answering

the problem identified. Perhaps this is the most important stage because this is where you will take credit for something that worked or well or admit that your reasoning was flawed