

Victoria University of Bangladesh

MD. AL - Amin

ID: 2121210041

COURSE CODE: MGT 215

Introduction to management

DEPT. OF CSE

Answer to the Question NO - 2

Henry Mintzberg's managerial roles are a framework of ten roles that executives play in a business organization. These roles are based on the idea that managers perform interpersonal, informational, and decisional tasks.

Interpersonal roles:

- Figurehead: represents the organization and inspires others to take action.
- Leader: manages employees to achieve goals, including hiring, training and motivating them.
- Liaison: Builds relationship with external stakeholders such as customers, vendors and industry peers.

Informational roles:

- Monitor: gathers, analyzes and assesses information to identify problems and opportunities.

- Disseminator: Distributes critical information such as reports, memos and e-mails within the organization.
- Spokesperson: Talks to people outside the company to tell them about the company's beliefs, goals and operations.

### Decisional roles:

- Disturbance handler: manages crises and unexpected situations by implementing corrective action.
- Negotiator: Negotiates contracts and other agreements.
- Resource allocator: Allocates resources to meet objectives.

Mintzberg believed that the most effective managers are able to fulfill the requirements of all three roles.

Answer to the Question NO-3

Vroom's Expectancy Model essentially a theory of motivation, suggests that people are driven to act based on their belief that their effort will lead to desired outcome, considering how valuable that outcome is to them, and how likely they perceive it to be attainable.

Key points about Vroom's Expectancy Model:

- Expectancy: It refers to an individual's confidence that their hard work will result in improved performance.
- Instrumentality: It represents the perception that achieving a desired performance level will actually lead to the promised reward.
- Valence: This is the value or importance an individual places on the potential reward.

In summary, Vroom's Expectancy Model highlights that motivation is not just about offering rewards but also about ensuring employees believe they can achieve those rewards through their effort and that the rewards are truly valuable to them.

Answer to the Question NO-04

The McKinsey 7S Framework is a management tool that analyzes an organization's effectiveness by examining seven interconnected elements: strategy, structure, systems, shared values, skills, style and staff highlighting how aligning these factors, categorized as hard and soft is crucial for achieving organization success. where changing one element significantly impacts the others due to their interwoven nature.

Key points about the McKinsey 7S model:

Interconnectedness: changes in one element can significantly impact the others requiring a holistic approach to organizational change.

Alignment is key: To achieve optimal performance, all seven elements need to be aligned and working together effectively.

Soft elements matter: To achieve the soft factors like shared values and style are often considered equally important as the hard elements in driving organizational success.

Answer to the Question NO -5

Henri Fayol's 14 Principles of Management outline a set of guidelines for effective leadership, emphasizing the importance of clear structure, coordinated effort, and aligning individual goals with the organization's objectives, including concepts like dividing labor based on skills, ensuring clear lines of authority, maintaining discipline, prioritizing the collective good and allowing room for employee initiative.

Key principles include:

① Division of Labor: Assigning tasks based on individual capabilities to maximize efficiency and expertise.

② Authority and Responsibility: A manager's right to give orders comes with the responsibility to ensure tasks are completed.



Discipline :

Maintaining order and adherence to rules within the organization.

④ Unity of Command: Each employees should receive instruction from only one direct supervisor to avoid confusion.

⑤ Unity of Direction: All team members should work towards the same goal with a unified plan under one manager.

Overall, Fayol's principles aim to create a structured and cohesive working environment where employees are empowered to contribute to the organization's success while adhering to clear lines of authority and responsibility.