

XYZ Company was established case study solution



Brand: Mehta Solutions

Product Code: case24

Weight: 0.00kg

Price: Rs500

Short Description

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Description

Introduction to the organization:

XYZ Company was established 20 years ago, to manufacture gearbox components for diesel engines. It employs around 250 people, having a head office, which employs a wide range of personnel who are generally welleducated and enthusiastic about their work, and a factory, which employs semi-skilled local people who are generally disinterested in the products of the company and who have an instrumental attitude to work, seeing salary as the only reward.

Brief Description of the Problem:

The performance of the Company has not been good and the records revealed the following facts:

.Wastage within the factory was costing the Company approximately Rs. 100,000 a month.

.There was wide spread differences in individual work standards

.Processes were non-standardized resulting in repeated problems

.Management made all decisions and cascaded the result down to employees

The top management became concerned about the performance of the factory and they hired Mr. Tanmoy Deb, an OD consultant to study the problem and suggest specific changes to relationships and tasks with the following objectives:

.To review and improve communication system.

.To restructure the organization and to review teamwork and quality practices.

.To review leadership issues across all levels.

Mr. Tanmoy Deb carried out discussions, interview and surveys and made the following observations:

.There' and 'us' attitude was widely prevalent between head office and factory personnel

.Production personnel lacked technical skills

.Factory employees felt alienated from sharing the Company's success

.Production system were adhoc and defective because of frequent variations in standards set

. Rigidly defined job descriptions

1. What in your view are the central human resources issues involved I this case?

2. What strategy should Mr. Tanmoy Deb develop and implement for improving the present system?

Details

1. Case study solved answers

2. pdf/word in 24-48 hrs

3. Fully Solved with answers

