The Redgrove Axial Workshop
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2012 03 21,
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Introduction
Situational Analysis
Problem Identification
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NO FOCUS ON HRM and UNDEFINED COMPANY'S REGULATIONS

POOR IMPLEMENTATION OF ORGANIZATIONAL RULES

VERTICAL COMMUNICATION

Underutilized potential of workers

Social loafing

More informal norms than organizational rules

Lack of openness in the company

Closed Informal (Interest) Group
the Axial Compressor Workshop workers

Usage of Company's Resources

ethical or unethical

...
Theoretical Survey

It is obvious that Marc Fontaine does not know how to manage Axe employees and how to communicate with them.

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Theory no.1

Administrative principle [by H. Fayol]

- Unity of command;
- Unity of direction;
- Division of work;
- Scalar chain.
Theory no.2

Human Resource Approach

- The Hawthorne Studies work, firstly, is a group activity and it primarily shapes the social world of the worker
- The Maslow Theory of Human Needs
Physiological Needs

Safety, Health

Love/Belonging

Esteem

Self Actualisation

(Source: http://continuousapm.sys-con.com/node/1350133)
Theory no.3 / The Article
Candor, Criticizm, Teamwork

Suggested Alternatives:
- Designate the "Yoda";
- Teach "Caring Criticizm".

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