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The Dynamics in the Contemporary Business Managerial Problems: An American Perspective

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Abstract

The business world is always dominated with managerial problems that hinder the progress of the business. There is need to have an understanding of the business environment that organizations operate, so as to manage these problems as they arise. The paper looked into the possible business challenges faced by organizations worldwide currently and looks at the interdisciplinary strategies regarding addressing these obstacles. For businesses to make it through in this commercial affordable globe, they have to adapt to certain approaches that are beneficial to them. These approaches are the main management concepts such as the classical approach (which is much more focused on official frameworks of the company), the human relations strategy (focused right into the casual framework and company's employees), systems approach and contingency approach. The paper finds that business needs to take into consideration various interdisciplinary techniques to address managerial problems, as adaptability is crucial to success.

Keywords: *Managerial Problems Classical Approach, Human Relations, Systems Approach & Contingency Approach.*

1.1 Introduction

The business world is always dominated with problems that hinder the progress of the business. These company difficulties need interdisciplinary techniques regarding fix them, ones and also forever. There needs to be an understanding of business environment that organizations operate, so as curb these obstacles that emerge. The inner elements; worth systems, goals or visions of the company and outside aspects; consumers, distributors, federal government that influence business have to be thought about. Business can use the main monitoring concepts to conquer their company problems, these concepts are claimed to be the interdisciplinary techniques. They consist of the classical technique, human relation technique, system approach and also contingency strategy. Additionally service people need to have company social responsibilities in regard to the single-interest group so as their business to endure due to the fact that mainly the society just approve those organisations that show duties and also return to the culture. It is claimed that services need to also look at globalization as an organisation issue that influence their procedures and additionally take a look at it as an interdisciplinary approach that can resolve their various other problems as such inadequate basic materials to generate their goods as well as long travel distances to their market place.

Monitoring issues refer to the challenges that an organization goes through to preserve an effective and also conducive workplace in the organization. Supervisory economics deals with the application of the financial ideas, concepts, devices, as well as methods to fix functional troubles in an organisation. It aids the supervisor in decision-making and also works as a link in between technique and also theory. The management theory addresses how supervisors as well as supervisors relate to their organizations in the understanding of its objectives, the execution of efficient means to get the goals completed and exactly how to inspire employees to do to the highest possible standard. There are 5 concepts associated with company performance monitoring and they consist of; developing as well as deploying company performance monitoring workplace, revitalizing and interacting method, plunging and handling approach, enhancing performance and handling and also ultimately leveraging knowledge (Masalimova & Shaidullina, 2017). The challenges in administration can be fixed by using the numerous administration theories method..

2.1 Theoretical review

2.1.1 Classical approach

The Classical approach is extra based on the official framework; purposes of the organization are taken seriously. This makes every person clear of their objective to the business (Tracey, et alia, 2017). Nevertheless, individualities of employees are ruled out in this technique (Dominici & Roblek, 2016) and it is challenging to adapt. The writer suggests that it is not flexible; individuals are not free in the job place, this can lower the performance of employees, therefore making the company experience by making sheds.

2.1.2 Human relations

The Human relations is focused on people than frameworks, its even more informal (Bratton & Gold, 2017). There was a research done called the Hawthorne experiments which was concentrated on the staff members, that revealed monitoring the significance of interaction between them and their workers (Anand, Sharma & Kohli, 2017). The writer suggests that the experiments lacked evidence, to certainly show the cases e.g. the insurance claim that a worker who is pleased with the working problems is much more productive.

2.1.3 Systems approach

The systems approach take care of both the structure of the organization along with its individuals. It is a lot more like a combination of classical and human relations strategies (Camargo Fiorini, et al, 2018). The writer very same the same sight, due to the fact that it checks out the organization and individuals as one unit, manufacturing levels boosts due to the fact that both parts are catered for.

2.14 Contingency approach

Contingency approach is primarily the system method and also it is stated that the structure as well as the monitoring strategies depend very much upon various circumstances that happen (Neubert & Dyck, 2016). The writer recommends that considering situational outcomes it's not good for service as businesses need to be prepared always, not producing plans after a scenario has taken place.

3.1 Contemporary Business Managerial Problems

The contemporary business managerial problems include;

3.1.1 Poor communication and feedback

In a company where there is absence of sincere, constructive, and also open dialogue about the staff member' practices, styles, skills, or actions it results to misconceptions between the coworkers as well as additionally between administration and workers. There should be a society of openness, feedback, and coaching to enable an organization to expand. In actual sense leaders can not perform on their strategies, reduced prices, or properly introduce brand-new processes or services when people fall short to communicate with useful sincerities (Dominici & Roblek, 2016). In this case individuals do every little thing in their power to avoid challenging others as well as holding them responsible or they enjoy any kind of chance to eat people out, belittle them, as well as crush their spirits. This trouble can be resolved by using the 2nd principle of company efficiency management, rejuvenate as well as communicate approach, which ensures the goals as well as goals are well interacted to the staff members so that they can work in the direction of it. The managerial range needs to likewise be understood well by the senior personnel (Tracey, *et al*, 2017).

3.1.2 Failure to develop key competencies and behaviors

Leading and also handling a company is an intricate job that needs a distinct mix of abilities. Leaders have to use their natural strengths. A lot of staff members are hardworking however regardless of their experience in the market, their technical talent, and the subject-matter proficiency that lots of leaders offer the table, creating a high-performance organization is often still out of reach (Anand, Sharma & Kohli, 2017). Where leaders do not carry out a continual evaluation on the improvement of workers in a company's abilities the output will be restricted. That suggests if leaders don't constantly up their video game, they will suck all the energy and employee engagement out of a company. Making use of the 4th concept, improve performance, leaders need to be regularly familiar with as well as working with their individual chances for renovation and likewise inspire the workers depending on their performance to boost also better efficiency (Camargo Fiorini, *et al*, 2018).

3.1.3 Difficulty blending multiple personalities into a cohesive and unified team

Leaders have a problem in dealing with variety. Employees individualities vary extensively, and the diversity of backgrounds, viewpoints, views, as well as experiences can create obstacles for groups. This develops an unique set of prospective issues as well as chances. If this strength is not well managed, the staff members may really feel demotivated as well as unappreciated hence causing unproductivity. Using the fourth principle, boost performance, the senior team can come into alignment and also support typical purposes, a varied team of leaders can produce fantastic results, handle the needs of consumers, as well as satisfy the hazard of competitors (Neubert & Dyck, 2016).

3.1.4 Wrong job role design

If every team finds good people for the right roles, it's one less organizational problem to worry about. Managers should make sure they allocate the jobs that suit the employee's qualification, expertise and interest. The job description for each and every employee should be clearly defined and the expectations of the organization from the employee should be outlined. Considering the fifth principle of managing and leveraging knowledge, the managers should be well trained on how to define job roles well scales a solution to this problem. When the scope of work is well understood by both parties, the productivity is very high since everyone knows what is expected of him or her.

3.1.5 Failure to contribute to employee's development.

A lack of financial investment in developing individuals for their next role returns to bite business when they want to promote from within and fill duties as they grow. When you do not develop your talent, you will certainly lack the leaders who can drive great performance of their teams. This after that materializes itself in a variety of organizational issues where people are not prepared for their new duties (Anand, Sharma & Kohli, 2017). Worker development begins at the

supervisory degree. Lots of supervisors have a lot of reason such one more jobs accumulating, needs to strike numbers, and several various other duties. This means that every time an organization requires an extra senior employee, they have to employ from other sources. The new employees may not catch up very fast with the organization practices which means the production will be affected. The managers should use the fifth principle of managing and leveraging knowledge to ensure they create a platform where the current employees are able to develop their skills for the higher positions.

3.1.6 Poor handling of customers

If they're not looking after consumers well, neither will certainly their teams. This can trigger huge troubles for elderly leaders, when bad client experiences substance to cost you major customers. Supervisors' show what's acceptable based on what they deal with as well as what they don't. This is called leadership by example. If the manager are careful and diligent when dealing with customers, the employees will adapt the same behavior (Neubert & Dyck, 2016). The managers should implement the fourth principle of improving performance and partner with marketing sales and quality to make sure they create a good basis for customer treatment that will be emulated in the whole organization. Managers should be skilled in interpersonal communication skills.

3.1.7 Lack of awareness

Building a strong organization takes effort as well as an eager recognition of the society as well as environment that exists in an organisation. A lot of execs are really busy people; a great deal of things try their interest. While they're busy focusing on their several required operational distractions, lots of managers take their eye off the teamwork round (Neubert & Dyck, 2016). This means that interaction endures and leaders obtain busied as well as fail to acknowledge people, celebrate progress, develop the ability pipeline, or invest time examining procedures, methods, and better means of working throughout functions. Individuals after that end up being disengaged, really feel marginalized, and shed emphasis and also commitment. Market conditions change very fast in terms of velocity, uncertainty, complexity and ambiguity and it demands that the managers spend a lot of time on organization matters. The managers should make sure they spend much of their time on studying matters such as employee's suggestions, market trends and customers satisfaction on the services being offered according to the second principle dealing with refreshing and communicating the strategy. The manager should be the organizations ear, that is, he listens to all matters affecting the organization whether negatively or positively and coming up with strategies. Where there are weaknesses the manager comes up with strategies and also celebrates the strengths with the employees.

3.1.8 Failure to administer fairness and consistency with the employees

Among one of the most usual obstacles for supervisors is dealing with staff members fairly as well as regularly. A supervisor might allow plans and rules to be neglected by some employees and also not others or may neglect work plans altogether. Stretching the guidelines for some employees can

open a variety of possible obligations as well as understandings of predisposition and favoritism that have negative far-ranging impacts in the work environment (Tracey, et alia, 2017). Managers ought to make use of the third concept of cascading and handling strategy to create clear policies as well as allow supervisors know when changes have been made. Set clear standards for making employment decisions, specifically where managers need to distinguish between employees using recognition, incentive and also development. Additionally, clearly set apart between the plans in which supervisors have discretion to carry out as well as those in which they do not.

3.1.9 Failure to manage performance

Managers need to stabilize meeting goals, taking care of work as well as motivating staff members. These problems, paired with the fact that lots of supervisors are ill-equipped to supply regular and also constructive responses as well as may not understand the significance of documenting efficiency, can make managing performance tough. In the 3rd concept supervisors are needed to waterfall as well as handle strategy to sustain them, build on-going performance responses right into the performance management process to make certain responsibility (Neubert & Dyck, 2016). Develop a simple approach for managers to record performance like a data source, log, or journal. Provide assistance tools for managers such as incentives, acknowledgment, training, and also development to identify as well as develop efficiency.

4.1 Conclusions

Organizations have to adapt interdisciplinary strategies so regarding get over service problems that are always there. It is very important that organizations recognize the atmosphere that they operate their organisation on as they can help them intend the future of their organisation. They need to look at inner in addition to external variables as a whole. Services can use the main monitoring concepts to operate their organisations since they are likewise deemed interdisciplinary approaches. The key element of success is likewise the understanding of globalization along with the corporate culture responsibility.

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