

Chapter 01: Introducing Management

1. What are the challenges of working in the new economy?

- Work in the new economy is increasingly knowledge based, and intellectual capital is the foundation of organizational performance.
- Organizations must value the talents of a workforce whose members are increasingly diverse with respect to gender, age, race and ethnicity, able-bodiedness, and lifestyles.
- The forces of globalization are bringing increased interdependencies among nations and economies, as customer markets and resource flows create intense business competition.
- Ever-present developments in information technology are reshaping organizations, changing the nature of work, and increasing the value of knowledge workers.
- Society has high expectations for organizations and their members to perform with commitment to high ethical standards and in socially responsible ways.
- Careers in the new economy require great personal initiative to build and maintain skill “portfolios” that are always up-to-date and valuable in a free agent economy.

2. What are organizations like in the new workplace?

- Organizations are collections of people working together to achieve a common purpose.
- As open systems, organizations interact with their environments in the process of transforming resource inputs into product and service outputs.
- Productivity is a measure of the quantity and quality of work performance, with resource costs taken into account.
- High-performing organizations achieve both performance effectiveness in terms of goal accomplishment, and performance efficiency in terms of resource utilization.

3. Who are the managers and what do they do?

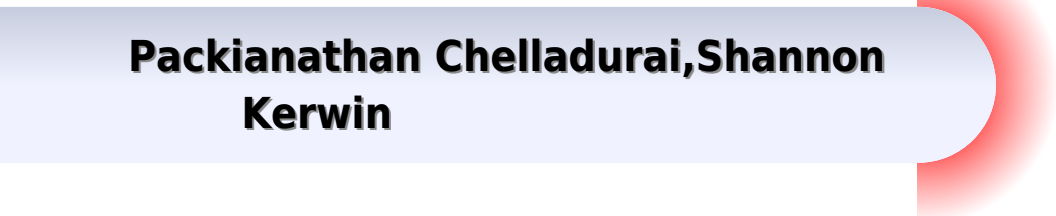
- Managers directly support and facilitate the work efforts of other people in organizations.
- Top managers scan the environment, create strategies, and emphasize long-term goals; middle managers coordinate activities in large departments or divisions; team leaders and supervisors support performance of front-line workers at the team or work-unit level.
- Functional managers work in specific areas such as finance or marketing; general managers are responsible for larger multifunctional units; administrators are managers in public or nonprofit organizations.
- The upside-down pyramid view of organizations shows operating workers at the top, serving customer needs while being supported from below by various levels of management.
- The changing nature of managerial work emphasizes being good at “coaching” and “supporting” others, rather than simply “directing” and “order-giving.”

4. What is the management process?

- The management process consists of the four functions of planning, organizing, leading, and controlling.
- Planning sets the direction; organizing assembles the human and material resources; leading provides the enthusiasm and direction; controlling ensures results.

Case Study Answers Schermerhorn Management

**Packianathan Chelladurai, Shannon
Kerwin**



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Fresh Perspectives: MGI Custom Publication: Business Management, 2009

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Human Resource Management in Sport and Recreation Packianathan Chelladurai, Shannon Kerwin, 2018-10-30 Human Resource Management in Sport and Recreation Third Edition provides current and future practitioners with a solid foundation in research and application of human resource management in the sport and recreation industries The third edition prepares students for success by bringing into focus the three divergent groups of people who constitute human resources in sport and recreation organizations paid professional workers volunteers and the clients themselves Dr Packianathan Chelladurai pioneer in the field of sport management continues to bring his expertise to this edition he is joined by new coauthor Dr Shannon Kerwin an active researcher in organizational behavior and human resource management in sport With more than 50 collective years of experience in teaching management of human resources Chelladurai and Kerwin synthesize the core dynamics of human resources and the

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