Section B

Answer two questions from this section.

3. Chan Manufacturing (CM)

20 years ago, Chi Chan set up Chan Manufacturing (CM) to produce electrical components on a just-in-time (JIT) basis for car manufacturers.

High quality and quick delivery have increased CM's market share and profit. CM's manual-skilled employees are loyal, productive, motivated and feel secure in their jobs. Employees admire Chi as a leader. Labour turnover at CM is low. Chi is paternalistic. He believes in a top-down approach to management. He cares for the financial welfare of his employees. Employees are paid a basic wage and receive additional financial rewards for working overtime. Proud of CM, employees regularly work harder than expected so that CM always meets client demand, which changes often. Chi and union representatives successfully negotiate pay and work conditions through collective bargaining.

Mei, Chi's daughter, joined CM as Chief Operations Manager. She relies on new business theory to guide her management decisions. Many current workers are approaching retirement age. She wants to restructure CM and use job enlargement, job enrichment and empowerment. Individual employment contracts are to be determined annually based on individual performance appraisal. Some employees do not like the proposal and speed of the change and are becoming demotivated. For the first time, they are considering industrial action (industrial/employee relations methods).

Mei insists that these changes are required, but wants to avoid conflict. She is considering approaches to conflict resolution.

- (a) Define the term market share. [2]
- (b) With reference to Mei and Chi, explain two differences between a manager and a leader. [4]
- (c) Applying Maslow's theory of needs, explain two reasons why the workers at CM are becoming demotivated. [4]
- (d) Examine two industrial/employee relations methods other than strike action that workers could use at CM. [10]

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David Kirk

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