

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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R Barnett



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Business Management for the IB Diploma Exam Preparation Guide Alex Smith, 2017-03-23 A comprehensive second edition of Business Management for the IB Diploma revised for first teaching in 2014 IB Chinese B (SL) Writing Skills and Exemplary Essays - Your Comprehensive Guide to Success V2023 DAVID YAO, Welcome to IB Chinese B SL Writing Skills Mastery Your Comprehensive Guide to Success V2023 This guide empowers you with essential skills and strategies for excelling in the IB Chinese B Standard Level SL writing component It serves as a comprehensive and effective resource that enhances your writing abilities boosts confidence and paves the way for success Through clear explanations practical examples and focused exercises this guide elevates your writing It deepens your grasp of effective communication cultural nuances and constructing coherent essays The goal is to equip you not only for academic success but also to enhance your communication skills in Chinese *Sunni Communities in the Islamic Republic of Iran, 2013-2021* Hessam Habibi Doroh, 2023-05-08 Sunni Shia relations in Iran offer an analytical guide for the interpretation of inequality securitization and immigration This book reorients our understanding of contemporary Iran by answering still unacknowledged questions how is the relationship the interaction and socio political behaviour between the Islamic Republic and its Sunni minorities Using unexamined sources and fieldwork Hessam Habibi Doroh shows a clear insight into the life of Iranian Sunnis their contention and cooperation with the state during Hasan Rouhani s presidency Comparison with the wider region complements this nuanced portrayal of impacts of privatization secularization and securitization on the sectarian relations between the state and its minorities **Contemporary Developments in Entrepreneurial Finance** Alexandra Moritz, Joern H. Block, Stephan Golla, Arndt Werner, 2019-08-22 More extensive regulations new technologies and new means of communication have significantly changed the financing landscape for startups and small to medium sized companies SMEs This volume provides a contemporary research based overview of the latest trends in entrepreneurial finance and outlines expected future developments Starting with the status quo in market regulations and the financing structure of SMEs it addresses a broad range of new financing alternatives for innovative startups e g business angel financing venture capital and corporate venture capital as well as recent social phenomena e g crowdfunding and initial coin offerings ICOs Incorporating qualitative quantitative and mixed analytical methods the book contributes to a better understanding of the financing world by reflecting both the researcher s and the practitioner s perspective Handbook of Research on Demand-Driven Web Services: Theory, Technologies, and Applications Sun, Zhaohao, 2014-03-31 In the current technological world Web services play an integral role in service computing and social networking services This is also the case in the traditional FREG foods resources energy and goods services because almost all traditional services are replaced fully or partially by Web services Handbook of Research on Demand Driven Web Services Theory Technologies and Applications presents comprehensive and in depth studies that reveal the cutting edge theories technologies methodologies and

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