**Introduction to Management**

Student Name

Institution Affiliation

Date

**Part One**

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**Answer One: Describe how the work of Abraham Maslow Influenced Management.**

Abraham Maslow was a psychologist from America who established a hierarchy of needs to explain human motivation (Lussier, 2019). He noted that individuals have different needs which must be met. Many people believe that the work of Abraham Maslow is very influential in the topic of management. Maslow’s work tries to explain and predict various work behaviors. Abraham Maslow’s hierarchy of needs is a primary foundation principle of Maslow on management. The work of Maslow explains that no person can perform higher tasks when particular prior needs levels are not met. Abraham Maslow's management theory needs the knowledge of some core areas. His work is vital in organizations because it is concerned with the motivation of humans (Lussier, 2019).

Through this theory, he emphasized that it is crucial to understand what people need in an organization to ensure that they are most productive. Maslow also influenced management since he was the first founder and the driving force towards the school of thought referred to as humanistic psychology. These theories included self-actualization, the hierarchy of needs, and the peak of experiences, an essential subject in the humanistic movement. Abraham Maslow’s theory played a role in helping managers to understand that it is hard to motivate people through appealing to already satisfied needs (Lussier, 2019). Through this theory managers can account for the psychological needs of their employees by ensuring they meet all the important needs of the employees. Some of the needs include reasonable hours, providing good working conditions, and necessary breaks.

**Answer Two: List and Discuss the First Four Steps in the Decision-Making Process. Give an example of each step.**

Decision-making entails making choices through identifying a decision and assessing the alternative solutions to the problem. Decision-making follows a step-to-step process to ensure more deliberate decisions are made. The first step in decision-making is identifying the problem. It is vital to understand the nature of the decision that needs to make. An example is determining which task should be done next. The second step is gathering the necessary information. Before making a decision, it is vital to pick the best sources of information before making any decision. This step entails both internal and external work. For example, gather information on what is important and most urgent and then decide which task to do first.

The third step is identifying the alternatives. With the necessary information at hand, identifying the best possible solutions follows. For instance, where a company wants to engage with people more in social media, an alternative can be using paid social advertisement. The fourth step of the decision-making process is weighing the evidence. After identifying several alternatives, weighing the evidence for and against the alternative is done. One identifies the alternative with the highest possibility of attaining the final goal. Lastly, one places the selected alternative in the top priority order.

**Answer Three: What is groupthink? What steps can be taken to avoid it?**

Groupthink is a process where people seek consensus within a group without critically reasoning or regarding the alternative or consequences. It is based on a common desire not to upset the balance and belief of a group of people. In most cases, groupthink results in irrational decisions and poor outcomes from the decisions made. The need for harmony within the group leads to a tendency among the group members to agree on everything at all costs. Through this, the group reduces instances of conflicts and decides without critical evaluation. A groupthink requires that there are no controversies within the group or alternative solutions. Due to this, there is a lack of uniqueness in groupthink, individual creativity, and independent thinking.

There are various steps to avoid groupthink. One is ensuring everyone in the group evaluates ideas critically. Those leading the group should keep their opinions to themselves, the group leader should avoid being a no-show. Another step is considering the team's approach, examining all alternatives, getting outside the perspective, considering consulting an outside expert and then selecting an individual randomly to be an advocate of the devil in each meeting.

**Answer Four: Define and describe operations management.**

Operational management refers to the administration of business practices to establish the highest level of effectiveness possible within an organization. It entails planning, scheduling, and controlling activities that change inputs into final goods and services. It focuses on transmitting labor and materials into services and goods as effectively as possible to increase the profitability within an organization. The teams involved in operational management try to balance the costs in an organization to the revenue to achieve the highest operating profits. Operational management handles strategic issues such as the management of inventory levels. It tries to ensure that an organization has the least waste occurrences.

**Answer Five: Define the practice of project management and explain why many organizations are turning to this approach?**

The practice of project management involves setting up activities that aim to organize the smooth running of a project and achieve its objectives (Lee, 2016). Project management involves applying techniques, methods, and management tools, particularly in different stages of the project. It helps in the establishment of something valuable to the people. Many organizations have turned into project management because it has overstated benefits. When project management is effectively applied, it ensures that a business runs more smoothly. Besides, it allows a project team to focus on the tasks that matter the most. Through it, teams are not distracted by tasks that go off track or cases where the budget spins out of control. Another reason companies are turning into project management is its greater efficiencies, lower costs, increase its competitive advantage, and improve stakeholder's and customers' satisfaction.

Additionally, project management assists teams in organizing, executing work within a project, and tracking the progress of the project (Lee, 2016). Projects teams can plan and execute their project successfully. Through project management, there is a clear focus on the project. Besides, the objectives and the main goals are well stated to ensure each team member knows what to work towards. This allows the team members to be focused and ensure that the project's plan is well executed. Many companies also apply project management because it ensures that the project reaches the required quality and final requirement. With project management, teams do not work under pressure since each project step is well stated.

**References**

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