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Reg. No: MPAM/36914/2015

CAT: 1 GENERAL MANAGEMENT.

ESSAY 2

Q1

Georges firm is operating in the start-up phase. The defense for this stand is that George is currently offering incentives to employees to keep them motivated, further to that George is willing to refuse any business whereby the volume is too large for the firm to handle. Recruitment also seems to be an issue since George is still searching for more talented workers.

Q2

George is helping build an adaptive firm because:-

1. George is letting teams face the challenge of what product they are supposed to deliver without the interference of outside parties.
2. George is offering incentives to employees who go over and beyond their designated duties by offering them bonuses to motivate them.
3. By offering the employees an opportunity to spend a long weekend in the mountains, George is making the employees be comfortable and have some reward to look forward to thus making them adoptive due to the rest and restitution offered to them every six months.
4. Examples of companies which practice this system are:
5. Google
6. Facebook
7. Price Waterhouse Cooper

Q3

George should ensure proper staff recruitment in that, the staff employed should be talented and qualified for the job at hand.

George should offer training and learning retreats for the staff employed and ensure more competition for the teams which are employed.

George should stand up to the challenge of big jobs / contracts to prove that the company has got what it takes to be competitive in the current market scenario.