

Fish! Case Study

Human Resources Principles
Functions of Management Organizational Report

Name _____ Date _____ Score _____

As future HR Managers, your understanding of the functions of management and the impact on employees is critical to developing a positive work culture in the organization, motivating employees, and providing employee training. This knowledge is also applicable for any business manager today. For the final assessment of this unit, you will conduct an organizational analysis on First Guarantee Financial, found in the book *Fish!*. You will read the book during week one of the unit study, begin analysis, and will complete the analysis and written report of your findings in week two. Plan to average 15-20 pages per day.

Your report should address the key components of functions of management found in the book *Fish!* as well as what ethical issues are applicable. The following questions should be addressed in your report to help ensure you use specific examples and not general statements.

Minimum length: three pages typed, correct grammar and punctuation

Present Situation Assessment

What is the current state of the organization at the beginning of the book?

What is the organizational mission when Mary Jane assumed responsibility?

What are the responsibilities of the department?

What are the plans for the future?

Customers and Competition

Who are the current customers/clients?

What do the customers/clients tell you about your service/products?

Who or what is your competition?

What could happen if the department does not perform to expectations?

Strengths and Weaknesses

Strengths

Weaknesses

Visioning

How did Mary Jane approach the vision for the department?

What leadership qualities did Mary Jane demonstrate during the story?

Specifically, HOW did she achieve the turnaround with her work group?

How did she motivate her work group?

Your Application

At the end of your report, please include what each of the four main concepts mean to you & how you can apply them today:

Play

Make their day

Be there

Choose your attitude