

Classical Management and Taylorism: Surveys, Training, and KPI

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Utilizing Situational and Transformational Models for Training

Most public and private jobs require a level of literacy. Generally, career longevity correlates with aptitudes in writing, mathematics, and technology. Resource Management decisions are contingent on the abilities of the supervisors hired.

Situational Management

Jobs today are dependent on complexed computer systems requiring word processing. Lacking the literacy skills required to operate such resources impede the sustainability of the company's operations.

I believe the issues of literacy would best improve through **Hersey and Blanchard's Situational Management S2 Modelⁱ** of Coaching. The S2 Coaching model allows for a structured measurable resource plan to receive feedback from the supervisors in weekly meetings. The S2 Coaching model would include mandatory training to ensure the required skillsets for the job are learned. The manager's Acquire Resources include teachers, educational courses, and class materials to ensure job security.

Transformational Management

Supervisors' receive literacy and software training that measure employee attendance and performance. These KPIⁱⁱ and software programs require reading and writing proficiency. In rural areas, technology classes are not taught due to internet inaccessibility. The supervisors' challenges to manage data may not be based on the applicants' lack of competitiveness or interest in the positions. Today, geography determines prowess.

I would use **James McGregor Burns' Transitional Management and Abraham Maslow's models** that recommend ethical and moral decision-making in hiring supervisors in specific geographical areas. I would initiate onsite classes that both enhance the confidence and

literacy, and job skills of the supervisor trainees and employees.

ⁱ Situational Leadership Theory as a Foundation for a Blended Learning Framework David Meier Research Scholar, National School of Leadership, Pune, India, Microsoft Word - JEP-Vol.7 No.10 2016 (ed.gov)

ⁱⁱ Data Communities: Empowering Researcher-Driven Data Sharing, Rebecca Springer, Danielle Cooper