

Grade 7 EMS Worksheet

Assessment Task: Different approaches to managing

Approaches to management (Individual activity)

Read the statement below, do some more research about management approaches and do the exercise that follows.

The main approaches to management are as follows:

The traditional approach, which focuses on the work, processes, principles and actions of the business in a logical way.

The human relations approach, which takes into consideration the way people work together and how they behave in the organisation.

The human resources approach, which makes use of the skills, knowledge and talents of people.

Indicate which one of the three management approaches is followed in each of the following scenarios. [5 marks]

- a) Peter manages a factory where the systems are in place and which functions like clockwork. Everything is worked out and the people who work for Peter know what they should do and when they should do it.
- b) Simphiwe hires people who know their job and are highly talented. This allows him to place trust in his employees to help him achieve the goals of his business.
- c) Claire enjoys seeing how the people who report to her manage to work well together in a team. She encourages them to participate in teambuilding sessions, which inspire them to do well.
- d) The workers at the plant of the Goldreef Mine know that Richard, the manager, is strict about the fact that they should follow one specific way of handling melted gold ore. Themba has found an innovative way to shorten the purifying process, but is too afraid to talk to Richard about it.
- e) Brendan and Anna-Marie run a fast-food outlet. They work hard with their team of employees, but often treat them to a night at the theatre or a weekend hike in the mountains.

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Suggested Solutions

Question number	Possible marks	Solution
1	5	a) Traditional b) Human resources c) Human relations d) Traditional e) Human relations