

Organizational Behavior

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What is career management?

The answer is...

What is career management?

It is what you think and plan for different stages in your career.

Stage 1. Preparing for work (15-20 years old)

- Get your degree.
- Choose what you enjoy doing the most.
- See if it fits with your personal talents
- Find your weakness and your strength

Stage 2: Entering the Workforce (20-25 years old)

- Choose the right company to join.
- Check benefits – salary, bonus
 - - health care
 - - education opportunity
 - - promotion
- Check if the company's image, climate, and culture fit with your personality.

Stage 3: Early Career (25-35 years old)

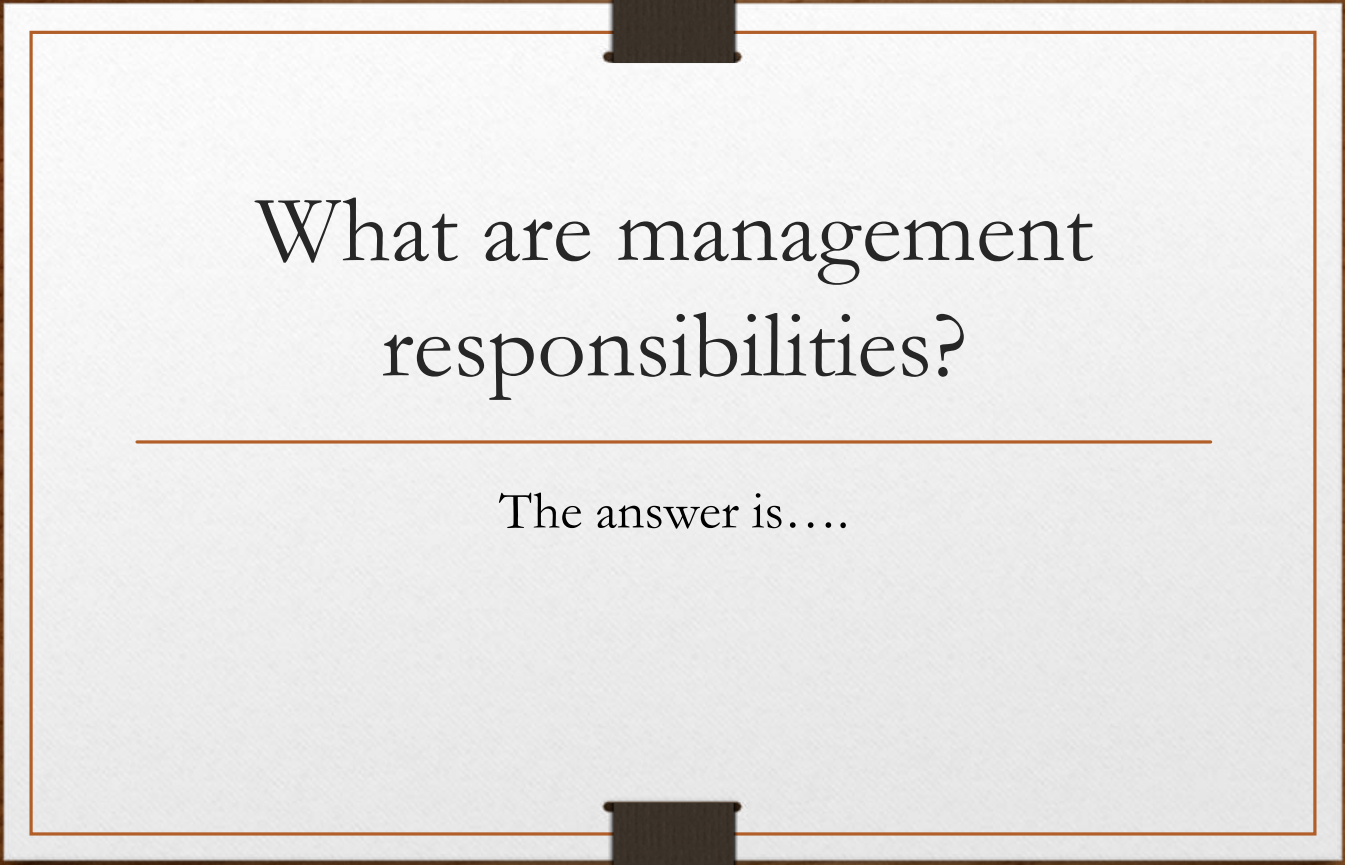
- Learn about the job, duty, function, skill, network, connection, and customers
- Check if you make a right or wrong choice of career.
- Do you have any future with this company such as salary, position, rank, opportunity for advancement.

Stage 4: Mid-career (35-55 years old)

- You must working hard to be promoted.
- You may be too old to change to other company.
- You have a very high salary.
- You can not lose your job because you may not get new job easily.

Stage 5: Late Career (55-60 years old)

- You must prepare for retirement.
- Do you have enough money to live when you are old.
- Your may be forced to an early retirement.
- Do you have any saving, and investment, or any assets such as house, car, or land.
- Remember you may be too old to work hard. You need to work smart.



What are management
responsibilities?

The answer is....

1. Planning

- How do you develop a plan?
- You set a goal and objective first.
- Then, you set the plan to achieve that goal or objective.
- Then, you assign the work for your employees to do according to the plan.

2. Organizing

- What does it mean?
- It means you bring your employees together, and then assign them the work to do to achieve the goal.
- Who will do this? Who will do that?
- Who make decisions?

3. Managing information

- You need to know all important information such as financial information,
- tax information,
- customer information,
- industry information.

4. Training

- You need to explain your employees how to do the job properly.
- Then, you need to evaluate them if they can do the job or not.
- Tell them the best way to increase the output, not the easiest way.

Productivity

- Productivity = Output / labor hour
- If the Thai team can process 2,000 boxes in one hour and there are 10 workers in the team, what is the productivity per hour?
- Answer = $2000 / 10 = 200$

On the average, each Thai worker can process 200 boxes per hour.

The productivity is 200 boxes per hour.

Productivity

- If the Japanese team can process 1,800 boxes with only 4 workers in the team, what is the Japanese worker productivity?
- Answer is $1,800 / 4 = 450$ boxes.
- On the average, the Japanese worker can process 450 boxes.
- Therefore, the Japanese worker has higher productivity.

Question: How to improve
productivity?

The answer is...

How to improve productivity?

- 1. Teach employees to work faster. (Training)
- 2. Provide employees with better equipment. (Utilizing new technology)
- 3. Allow employees to make some good decisions. (Empowering)
- 4. Pay employees higher wage. (Rewarding)
- 5. Threat to fire lazy or slow employees. (Punishing)

Assume that the market wage for worker is 300 baht per day.

- 1. Why does John, the manager, want to pay higher wage such as 320 baht per day?
- 2. Why does Judy, manager, want to pay lower wage such as 270 baht per day?

Pay higher wage when...

- 1. It is very expensive to train them, so you don't want to lose them.
- The cost of training is high or take a long time to train.
- The cost of recruiting and interviewing are also high.

Pay higher wage when...

- 2. You pay higher wage to keep productivity high.
- How?
- Employees will work harder if they know that they get paid higher wage. This is because they don't want to lose the job.

Pay higher wage when...

- 3. The conditions of the job is special.
- How?
- The work place is far away.
- The work is doing at night.
- The work is dangerous.

Pay lower wage when...

- 1. When there are plenty of (more than enough) workers.
- For example, you need 50 workers and there are 200 Thai workers and 500 Myanmar workers want the job.

Pay lower wage when...

- 2. The job is simple and require no training, or low training cost or time.
- Example: cleaning the restrooms, mopping the floors, and washing the cars

Pay lower wage when...

- 3. The cost of recruiting and replacing are low.
- If they quit, you can find a replacement immediately with low cost.

Assignment # 3

- 1. If you were the manager, what would be the conditions that you should pay higher wage and what would be the conditions that you should pay lower wage?
- 2. What is career management?
- List and explain each stage of career management. Use yourself as an example for each stage.
- 3. What is productivity? List and explain five ways to improve productivity?
- 4. If Thai workers can process an average of 350 boxes per hour per man, but the Japanese workers who have better technology can process 3,500 boxes per hour with 5 workers. Who have the higher productivity Thai or Japanese workers? Why?