



## People Decision Making at Various Levels

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### ABSTRACT

*This paper describes the Decision-making is the most important job of management and we can say that good decision-making ability is the key to a successful career in management. Management without decisions is like a man without a backbone. A case study is conducted in Bahubali College of Engineering, Shravanabelagola, Hassan, Karnataka, India to know the decision-making the ability of the staff (male and female) and the students (male and female). Consider 5% of the college population for the study i.e. out of 800 students and staff. In this case, the study considered 40 as the sample size. As there are four groups of staff male, staff female, student male and student female for the uniformity we have selected 10 respondents from each group. The responses of 40 respondents from four groups are then and analyzed using a rating scale.*

**Key words:** Case study, decision making, uniformity

### INTRODUCTION

Decision making is one of the main function of the administration and management is to make decisions and to see that these are being carried out, not only in the starting of organization but also in the course of running the organization, large number of decisions are required to be taken. Such problems may arise due to the change in the situations and due to other unforeseen circumstances during the course of production. These problems can be solved through decision making for proper running of the organization. Problems which need decision making may be related to organizational structure, procedure, coordination, division of work and responsibility, deviation of quality standard, reduction in output etc. A decision is a course of action or inaction selected to meet the requirement of a solution to the problem. 'Decision Making' is an intellectual activity, because it calls for both judgment and imagination to select one from among many alternatives.

A 'decision' is something that takes place prior to the actual performance of the action that has been decided upon. Decision making can also be defined as, an act of choice, wherein a manager forms a conclusion about what must be done under a given situation. A decision represents a course of behaviour chosen from a number of possible alternatives. With a proper decision it is possible to affect the efficiency, working and profitability of the concern. Thus management should take correct decisions at correct time. Sometimes this work becomes more complicated when there is more than one alternative solution to a problem. Manager must be able to select one best alternative. Some persons are of the opinion that capacity for making decision is a God gift and training cannot develop it in him, if he is not having this capacity originally. But others are of opinion that, of course good decision makers must be intelligent from the beginning but with practice, experience and training he can improve his decision making ability and can become a very good manager.

Decisions can be classified in the following ways:

- Major and minor decisions.
- Routine and strategic decisions.
- Policy and operating decisions.
- Programmed and unprogrammed decisions.
- Departmental and Non-economic decisions.
- Organizational and Personal decisions.

### LITERATURE REVIEW

Some researchers such as Huber discussed a theory of the effects of advanced information technologies on organizational design, intelligence and decision-making [1]. Dane and Pratt explained the exploring intuition and its role in managerial decision-making [2]. Mondy et al discussed management concepts, practice and skills [3].

Cabrerizo et al discussed the consensus model for group decision-making problems with unbalanced fuzzy linguistic information [4]. Moses et al have explained the level of electrical energy management practice awareness among residents in Nioger State, Nigeria [5]. Sumathy et al discussed the influence of emotional intelligence on decision making by leaders [6]. Department of sociology and social work, Jimma University Collage of Social Sciences, Ethiopia in this University discussed factors that effect women participation in leadership and decision-making position [7]. Nutt explained about comparing public and private sector decision-making [8]. Riabacke discussed managerial decision making under risk and [9]. Ahmed et al discussed theories and strategies of good decision-making [10]. Krantz et al discussed goals and plans decision making in judgment and decision-making [11]. Wang et al explained the cognitive process of decision-making [12].

**ARE YOU A GOOD DECISION MAKER?**

**Methodology**

Since effective decision making is very important in today’s organization, it is essential for everyone to develop, and continually fine tune, your decision making skills. To asses ability of questionnaire with 14 questions, with ‘YES’ ‘NO’ type of answers has been administrated. These questions are adapted with the modification are formed from fifth edition of management by Mondy *et al* Page number 195.

A case study is conducted in Bahubali College of Engineering, Shravanabelagola, India to know the decision making ability of the staff (male and female) and the students (male and female).As discussed with the guide a 5% of the college population is considered for the study i.e. out of 800 students and staff. We have considered 40 as the sample size. As there are four groups like staff mail, staff female, student male and student female for the uniformity we have selected 10 respondents from each group. The responses of 40 respondents from four groups are then and analyzed using a rating scale.

**Rating Scale**

Rating for questions 1,6,11 and13.	Yes:3 points & No:1 point
Whereas rating for remaining questions	Yes:1 point & No:3 points

The interpretation of category I, II and III is based on the total score.

Category I	Score of 35 and above	Very good decision maker.
Category II	Scores of 27 to 34	Average decision maker
Category III	Bellows 26	Poor decision maker

**RESULTS AND DISCUSSION**

**Total Score of Ladies Staff**

From the Table- 1 and Fig.-1 the Respondents 4 and 7 falls under category II, where the total weighted score is 34, which indicates, that they are Average decision maker. Whereas Respondent 3 falls under the category III with a total weight score of 26, which indicates he is Poor decision maker. Other Respondents fall under the category I, where the total weighted score is greater than 35 which indicate the respondents are Very good decision maker.

**Table-1 Total score of Ten Number Ladies staff**

Persons	1	2	3	4	5	6	7	8	9	10
Ladies Staff	36	36	26	34	36	40	34	38	36	35

**Table- 2 Total score of Ten Number Gents staff**

Persons	1	2	3	4	5	6	7	8	9	10
Gents Staff	32	20	32	32	36	36	32	34	30	30

**Table-3 Total score of Ten Number Ladies student**

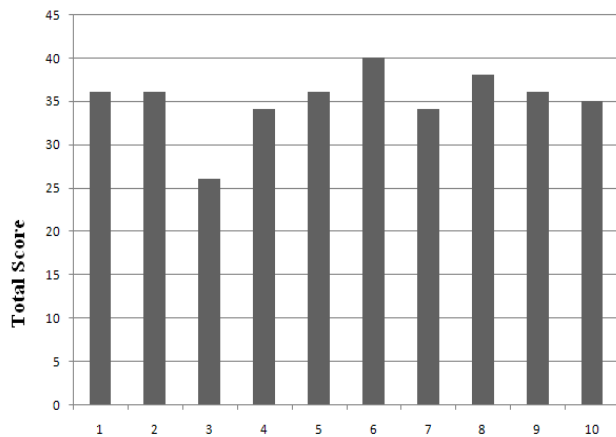
Persons	1	2	3	4	5	6	7	8	9	10
Ladies student	34	34	36	38	36	32	32	36	22	38

**Table- 4 Total score of Ten Number Gents student**

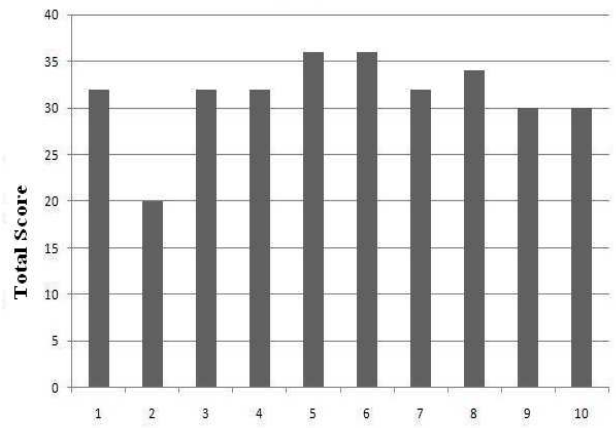
Persons	1	2	3	4	5	6	7	8	9	10
Gents student	38	28	30	38	32	34	36	33	32	32

**Table- 5 Groups Decision Making**

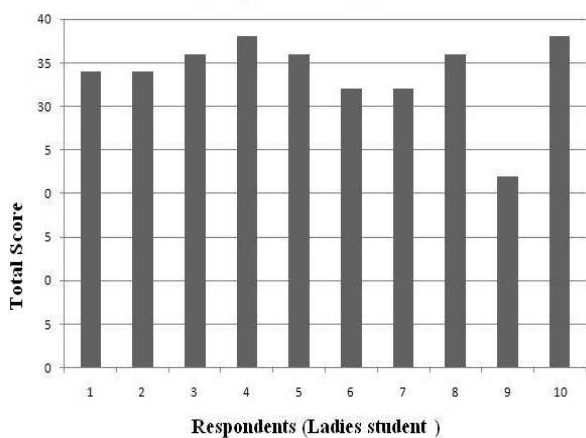
Si. No.	Ladies Staff	Gents Staff	Ladies Student	Gents Student
AVG.	35.1	31.4	33.8	33.3



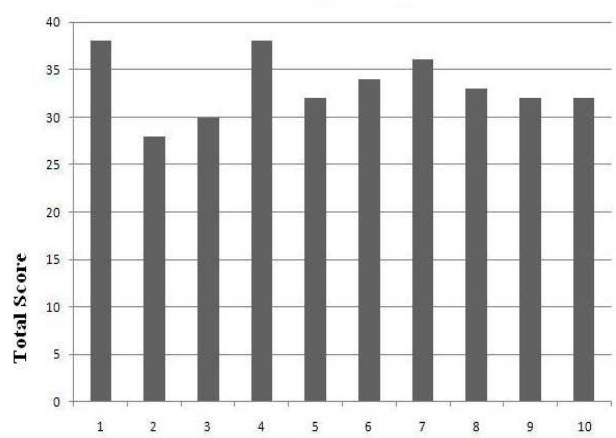
**Fig. 1 Respondents of ladies staff v/s Total Score**



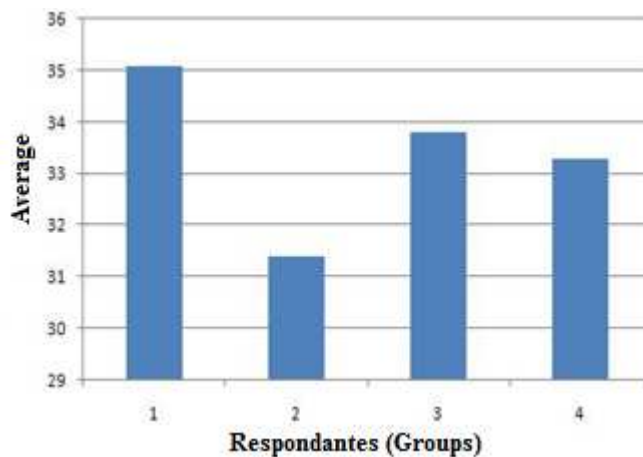
**Fig. 2 Respondents of Gents staff v/s Total Score**



**Fig. 3 Respondents of ladies student v/s Total Score**



**Fig. 4 Respondents of Gents Student v/s Total Score**



**Fig. 5 Respondantes of Groups v/s Average**

**Total Score of Gents Staff**

From the Table-2 and Fig.-2 the Respondents 5 and 6 falls under category I, where the total weighted score is 36, which indicates, that they are Very Good decision maker. Whereas Respondent 2 falls under the category III with a total weight score of 20, which indicates he is Poor decision maker. Other Respondents fall under the category II, where the total weighted score is less than 34, which indicate the respondents are Average decision maker.

**Total Score of Ladies student**

From the Table-3 and Fig.-3 the Respondents 1, 2, 6 and 7 falls under category II, where the total weighted score is 34 and 32, which indicates, that they are Average decision maker. Whereas Respondent 9 falls under the category III with a total weight score of 22, which indicates he is Poor decision maker. Other Respondents fall under the category I, where the total weighted score is greater than 35, which indicate the respondents are Very good decision maker.

### Total Score of Gents Student

From the Table-4 and Fig.-4 the Respondents 1, 4 and 7 falls under category I, where the total weighted score is 38 and 36, which indicates, that they are Very Good decision maker. Other Respondents fall under the category II, where the total weighted score is less than 34, which indicate the respondents are Average decision maker.

### Groups Decision Making

If consider different groups, the group average is as shown in the Table -5 and Fig. -5. Here we have taken a simple average of 10 Respondents in each group and is tabulated to know the ability of group decision making. The highest average of 35.1% is with respect to the group of female staff. This indicates that the female staff group falls under the category I, which in indicates they are Very Good decision makers. The average of 31.4% is with respect to the group of male staff. This indicates that the male staff group falls under the category II, which in indicates they are Average decision makers.

The average of 33.8% is with respect to the group of female students. This indicates that the female student's group falls under the category II, which in indicates they are Average decision makers. The average of 33.3% is with respect to the group of male students. This indicates that the male student's group falls under the category II, which in indicates they are Average decision makers.

## CONCLUSION

The Represents who fall under the category II and III has to improve the decision making skill. The Respondents, who fall under the category I, may also fallow the guide line such that they can be a good decision maker in the organization at all the times.

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