



MANHATTAN GMAT

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CAT Exam #4

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AWA ESSAYS: Analyze Issues

ESSAY QUESTION:

"Employees always perform better when given a say in determining the boundaries of their roles within a company."

Discuss the extent to which you agree or disagree with the opinion stated above. Support your views with reasons and/or examples from your own experience, observations, or reading.

YOUR RESPONSE:

The issue that employees always perform better when given a say in determining the boundaries of their roles within a company is subject to some debate. While some argue that such a proposition is better for employee and company in general, other argue that such a proposition could lead to chaos and decrease in efficiency. However, with some consideration it is possible to see that while such a proposition might be helpful under some circumstances, it is not always the case and there might be better ways to increase employee involvement and productivity.

Firstly, generally the vision of the company determines the strategic direction that a company plans to take. This organization structure is mostly designed to attain this direction. In addition to this there are are important factors such as current market scenarios which determine focus areas for the company. Based on these organization structure is prepared and is subject to change over a period of time. For example, a software service provider company may decide to have its structure based on various business units that it takes caters to. To some extent it may also like to mirror the structure of client organizations it serve so that it can understand them better and communicate with them effectively. Such factors may decide organization structure and roles on employees therein. The say of employee may be a small factor in the big picture that company is trying to capture. Therefore, factors other than say of employee may be more important to fulfill first.

Secondly, Most companies do have a system of employee evaluation that generally happens on annual basis. generally, such a system is responsible for defining goals and objectives of individual employee based on his or her role. For example, in a software development company a person hired for an architect role is provided a certain set of goals and objectives which differ from those provides to person hired for software testing role. The time of year when such objectives are set is generally when an employee gets his say to some degree regarding the boundaries of his role. At the end of the year evaluation is done by

employee's manager to determine how employee has performed and thus provide revised goal, probably based on new role, to the employee. Such a feedback system ensures that say of employee is taken into consideration to an extent that will be beneficial for employee and the employer.

Thirdly, there are other factors which may be of equal importance as the say of employee in determining the boundary. For example, a motivation is an important factor. If an employee has role defined as per his or her wishes but is not motivated enough then it would not benefit either employee or employer.

To conclude, it may be said that while employee's say might be an important factor in his or her performance, it is not the sole factor. Also proper checks and balances must be in place in all procedures where employee's consideration could lead to decision on the role he or she is going to perform. Factors such as skills of employee, motivation to perform a certain role and availability of such a role in organization must be considered, probably by employee's supervisor while determining his or her role.

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