

# **SOS IN COMPUTER SCIENCE & APPLICATION JIWAJI UNIVERSITY**

**Class : MBA (E-Commerce) II Semester**

**Subject: Principles Of Management**

**Paper Code : (206)**

**Topics : (1) Effective decision making**

**(2) Decision making styles**



# Effective decision making

Decision need to be capable of being implemented , whether on a personal or organisational level. Therefore we need to be committed to the decision personally, and be able to persuade others of its merits.

*“An effective decision making process , needs to ensure that you are able to do so .”*

There are number of problems that can prevent effective decision making . These include :

1. Not enough information
2. Too much information
3. Too many people
4. Vested interests
5. Emotional attachments
6. No emotional attachments

Many of these above issues can be overcome by using a structured decision making process. This will help to -

- ❖ Reduce more complicated decisions down to simpler steps .
- ❖ See how and decisions are arrived .
- ❖ Plan decision making to meet deadlines .

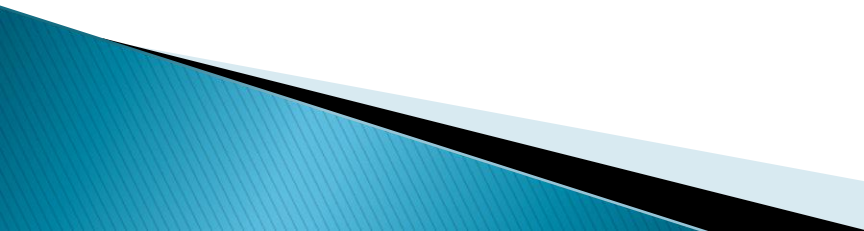
Many different techniques of effective decision making have been developed , ranging from simple rules of thumb , to extremely complex procedures . The method used depends on the nature of the decision to be made and how complex it is.

## **Decision making styles**

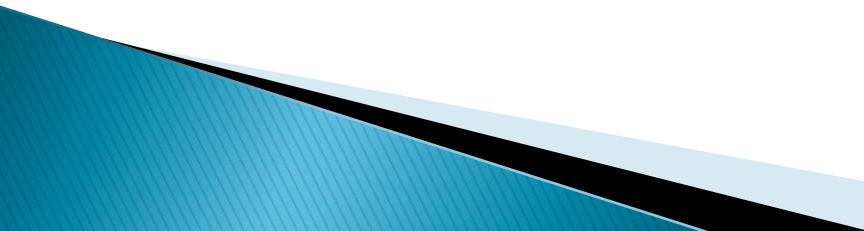
Employees approach decision making in many different ways. Decision making is the selection of a procedure to weigh alternatives and find a solution to a problem. In addition , certain situations will require different approaches of decision making in order to be effective .

Decision makers follow the main four types of decision making styles , which are as follows :

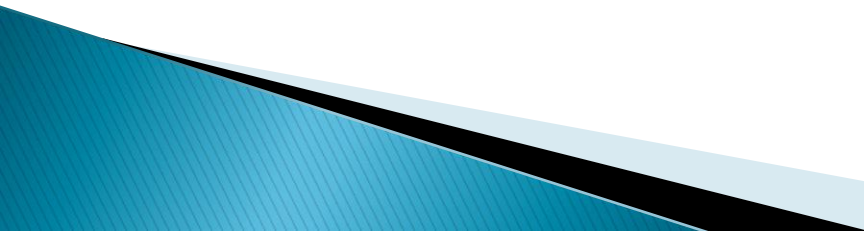
# 1) Analytical decision making

- Committed to finding the best answer
  - Enjoys problem solving
  - Comfortable with the large amounts of information and data
  - Innovative
  - Will take as long as needed to find the best option
  - Enjoys variety and new challenges
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## 2) Directive decision making

- Driven by results
  - Relies primarily on rules and processes
  - Aggressive nature
  - Prefers to make decisions alone
  - Intuitive nature
  - Strong verbal communicator
  - Informs people once a decision is made
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### 3) Conceptual decision making

- Achievement oriented
  - Creative
  - Comfortable with “What ifs”
  - Generally open-minded with a broad outlook
  - Humanitarian / conscious of how decision will affect others
  - Thinks in the future
  - Enjoys coming up with new ideas
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## 4) Behavioural decision making

- Generally supportive , like a team player
  - Empathetic nature
  - Looks to others for advice
  - Gets buy in front stakeholders before making a decision
  - Good communicator
  - Relies on implied data e.g. Reading people
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