Classical Decision-Making Model Steps

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People are expected to make decisions, especially when addressing public issues or formulating policies. Decision-making models help in the accounting of the process of policymaking. Managers are usually faced with a dilemma which requires a proper decision-making model to help solve the issue (Wittmer, 2016). In this classical decision-making model, the first step involves. The conventional decision-making models posit that the following steps should be followed before one makes the decision: Defining the problem, creating alternatives, evaluating those alternatives to know the cons and pros of such an arrangement, deciding and implementing the decision and finally, reaffirming the ethical issues in the decision.

Define The Problem

This process requires the person to define the problem and dilemma. This process is natural because one knows what makes his design-making process difficult. Thus, he needs to get the most suitable solution. For instance, Holmes, as the manager of the Supply Chain Management group at LVC, is responsible for procuring the right products at a reasonable reduction rate that will benefit the company. As the manager of supply chain management (SCM), he assesses all the situations and bids before him and ensures that he acts in the best interest of the company (Bagdasarov et al. 2016). However, as normal people or companies would bring their bids, the manager will evaluate and pick the winner. However, this situation is made difficult if the company CEO has also shown interest in what percentage of reduction of the total cost he needs. Indeed, the dilemma, in this case, is that Holmes, as the manager of SCM at LVC, has the mandated topic of the winners of the bid, in which he believes that the three companies which offered a total cost reduction of 10% were suitable. Possibly, he also evaluated the quality of materials they offer.

On the other side, the other six companies in total provided a reduction rate of 25%, which the LCV CEO favours. It is possible that Holmes believes that the six companies, despite their good reduction rate, could not offer the right materials he believed would be useful for the company. The implication is that construction materials should be effective, strong and assessed because if there is any default in the materials that are supposed to be used in the construction, then there is a possibility that they may break down and cause accidents and deaths (Bagdasarov et al. 2016). Also, the construction materials should be environmentally friendly. In other words, Holmes is not clear on which company to be given the tender given that his CEO has also expired interest in the tendering process. Finally, what influenced Homes' decision included: Gilmore contacted the three executives and warned them to lower their bids, the Company's current financial status as well and the CEO's request.

Create Alternatives

The second process in this decision-making model is that there is a need to create alternatives. One should carefully evaluate their alternatives and then make the final decision that he/she will be satisfied with. For instance, Holmes has created alternatives. The alternative could be that he (Holmes) accepts partial proposals by Gilmore and partial proposals of six subcontracting companies, which will offer a 25 per cent discount, or ignore the CEO's request by completely accepting Gilmore's proposals. He may also ignore Gilmore's proposals and executives' warnings by lower the cost by 25 percent.

Evaluate Alternatives

The third important step includes evaluating alternatives. Holmes will need to critically evaluate his alternatives so that he can arrive at a sound decision. Pro: Took partial care of both sides. One of the cons is that both sides probably will have some objections because this alternative does not fully meet their expectations. Similarly, the prose about his decision will be about respecting Gilmore and the executives by listening to their warnings. However, another challenge is that Holmes might lose his job because this choice does not meet the CEO's expectations. So the option could be that Holmes fully meets the CEO's expectations and cures LVC's current financial status or choose another option and make Gilmore unhappy with this choice that Holmes made.

Decide And Implement A Decision

This is another important step that calls for the implementation of the decision. One has to make the decision and prepare for the consequences of their decision (Heyler, Armenakis, Walker & Collier, 2016). However, if one makes the right and moral decision, then there is little to worry about as they could lead to him losing his job (Bagdasarov et al. 2016). For instance, I would choose alternative two because I feel Holmes already felt uncomfortable about the CEO's request. Also, I feel Gilmore is an important intellect of LVC company, so I want to protect Gilmore's reputation even if Holmes has the chance for the job. Consequently, I will evaluate the consequences, which may include both the CEO and Gilmore being happy with this choice and the LVC remaining on its current financial status because LVC did not reduce the cost by 25 per cent. Secondly, the LVC will remain on its current financial status because a 10 per cent discount is not a very large change. However, Gilmore. Finally, there could be a possibility that LVC will appeal through an economic challenge by a 25 per cent cost reduction. Also, CEO Wells will be happy about this bidding.

Reaffirm The Ethical Issue And The Results Of The Decision

The last model has reaffirmed the ethical issue and the results of the decision. One should have a stand and cogent reason why they arrived at that particular decision (Heyler, Armenakis, Walker & Collier, 2016). He should have some ethical reason explaining his decision. The decision considers the executives were warning about lower the bid. Also, it protects Gilmore's reputation. Although Holmes will have a risk of losing his job, alternative two will partially solve the ethical dilemma. In reviewing and reaffirming the decision one will assess the values they live for. However, studies have established that many people may make decisions because they are corrupted or a decision that benefits them. The need to obtain quick success has been on the rise and is a subject that has stirred controversy. Many people today tend to obtain immediate success and sometimes use shortcuts to attain wealth. Success means different things to many people. Holmes should begin by defining value, which is a person's beliefs that motivate their actions.

These values serve as a personal guide for their behaviour (Wittmer, 2016). Certain values have fundamental worth, for instance, truth, happiness, and love. The sacred values will hardly ever be compromised since these values are viewed as duties and not as the measure for weighing in decision making. It could be his values entail a successful job a career that will enable me to grow professionally as he upholds a sense of responsibility. Holmes should embrace ethics to achieve my goals and arrive at a decision which is not founded on material success but that which is built on moral values (Wittmer, 2016). Many individuals currently do not have the patience to develop their abilities and skills. For example, when young people are employed, they only desire to be managers instantly when they are employed. Additionally, the youths should be provided with mentors as well as role models who can discuss different profound matters concerning their career path, the use of money as well as their success, and the actualities of the daily work environment.

Holmes should embrace the principles of virtue ethics, as postulated by Aristotle requires everyone to do the right thing to achieve satisfaction (Heyler, Armenakis, Walker & Collier, 2016). Therefore, to make happiness, he should always strive to do good things that will only give me satisfaction. However, it is important to note that the motives that lie behind our traits are still mixed and complicated. Therefore, psychologist argues that even at our best, we are out for ourselves, not for others. In this sense, some people will be motivated to achieve success, driven by an urge to achieve quick success. Therefore, virtue ethics advocates for obtaining success or wealth in a moral way. Some even involve themselves in money laundry or corrupt activities.

Similarly, Holmes should embrace Kant's ethics of deontology and assert that what is intrinsically good is goodwill, and it has a universal purpose for all. This theory denounces using a human being as the means to an end and not the end itself. With this theory, it is believed that everyone should be purposed to do good things that will benefit the majority (Wittmer, 2016). For instance, if one is corrupt, then they rob the public of what belongs to them. Each is expected to pursue the path of morality, including those who have the responsibility to give services to the public. People should strive always to do the right thing because that is what we live for.

In conclusion, decision-making is essential for employees. Decisions are a skill that every employee should embrace. However, the decisions made should be ethical and should serve the interest of the public and the organization. Admittedly, some decisions may make one lose their job. Indeed, some decisions put some personnel in a dilemma on which way they should go. Therefore, the classical decision-making model reveals that the first step in decision making is identifying the problem, after exposing the problem, one will be able to evaluate it. Secondly, one will see bento create alternatives and assess these alternatives consequently. By this, the person will get to know the pros and cons of his decision. Another step is deciding the evaluation of the alternatives. Finally, one is expected to reaffirm his decision. The implication is that he can stand by his decision and defend it in any situation. Indeed, business should form a basis for good governance as well as corporate governance. Some have been found in corrupt deals and fraud cases, among other vices.

References

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