DECISION SHEET: CASE STUDY ON AL-AIN EYE CENTRE: SALES FORCE EVALUATION DILEMMA

CASE SUMMARY: Encounter with Union: Mir, a salesperson at Al-Ain, faces hostility from a union group at a Sukkur bus stop for not adhering to their rules, resulting in a violent confrontation. Police Involvement: Mir reports the incident to the police, leading to the temporary arrest and subsequent release of the union members. Company Response: Al-Ain's management decides to avoid Sukkur for three months due to safety concerns. Sales Success Amid Turmoil: Despite the conflict, Sukkur achieves high sales, potentially leading to rewards for the sales team. Internal Dispute: Mir clashes with another salesperson, Shah, over performance incentives and union activities. Management Intervention: The company's director intervenes to address conflicts within the team, revealing unethical behaviour by another colleague, Adil.

PROTOGONIST: Dr. Faheem Solangi

DECISION DILEMMA: How to effectively manage conflicts within the sales team, notably between Mir and Shah, while addressing tensions with the FMSRA union and maintaining sales performance and company culture?

PROBLEM STATEMENT: Resolve conflicts within the Al-Ain sales team and address tensions with the FMSRA union while safeguarding sales performance and organizational culture.

EVALUATION CRITERIA:

1. Conflict Resolution Effectiveness:

This means how well we can solve the fights and arguments that are happening.

We want to make sure everyone is happy and the problems don't happen again.

2. Employee Satisfaction and Morale:

We want to know if the people who work here are happy and feel good about their job.

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