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## Case 2. R. E. CONSTRUCTION: It's Now or Never

### Problem:

In this case study, I found the following problems arising:

1. Whether Engineer Estabillo will employ additional four civil engineers on a full time basis; and
2. Engr. Estabillo's apprehension that he might become inefficient if he hires additional workers.

### Reasons leading to the problem:

Engr. Estabillo's business is growing bigger and he felt that there is already a need to employ four more additional civil engineers. However, he is apprehensive in making such decision. This is because he believes that since he manages all of his subordinates, he might become inefficient in leading his business if he adds more people on it. Also, perhaps he thinks that hiring of additional workers means additional payroll.

### Suggested solutions to the problem:

1. Engr. Estabillo should think very deeply if the hiring of four additional civil engineers is really a need for his business.
2. If there is really a need to hire, maybe it is better if Engr. Estabillo will have hiring one at a time. This is for him really make sure that he will be able to lead his business efficiently.
3. Engr. Estabillo should make the decision carefully for hiring additional civil engineers could give both pros and cons to his business.

### Best solution:

Engr. Estabillo should think very deeply is the hiring of four additional civil engineers is really a need for his business. It might seem difficult for him to decide on this but it is really necessary that his decision must be well thought of because his decisions might give bring both advantages and disadvantages to his business.

Of course, hiring of the four additional civil engineers would surely help him greatly so that his business will have smooth operations, however, knowing the fact that he manages all of his manpower, it might also be another problem to him on how he will efficiently and effectively manage his business with quite a lot of personnel.

Engr. Estabillo should think in the first place that hiring additional workers might mean two things. First, additional workforce for his business for continuous growth, and second, additional burden for him as he will have more people to manage and more people to be paid for their services.

A systematic decision making must be applied on this. As defined, systematic decision making is a systematic approach in collecting facts and applying logical decision making techniques, instead of generalizing from experience, intuition or guessing, or trial and error.

It is therefore better for him to have his decision systematically and not based on his own apprehension. It might be good if he collects information first regarding the issue if there is really a need of hiring additional civil engineers by asking his current employees if they need more co-workers. If he sees that there is really a need to hire, then that's the time that he decides to hire. Otherwise if not.

**Conclusion:**

It is everyone's desire to really have a successful business or have a successful business more successful. In the case of Engr. Estabillo, he sees that his business is growing bigger and that he thinks he needs to hire additional workers. However, he has to look at all of the possibilities that might happen before he makes a decision. If he thinks that he might not be able to manage well a larger number of workers, maybe it is not a good decision to employ more. If the problem is about Engr. Estabillo's being apprehensive, the best thing for him to do to arrive at a really good decision is to systematically decide upon it.

**References:**

<http://www.businessdictionary.com/definition/scientific-decision-making.html>

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