

# **Problem-Solving, Decision Making and Managerial Skills of Engineer-Managers in Selected Small-To-Large Scale Enterprises in Laguna**

**Josephine A. Villamin**  
Laguna State Polytechnic University  
Main Campus  
Sta. Cruz, Laguna  
Philippines

## **Abstract**

This qualitative study aimed to establish an empirically grounded database describing the profile of the different enterprises in Laguna, their history, vision and mission, determining the problems encountered in four functional areas, stories of success, and the strategies they used in decision making to boost their own economic capabilities. The engineer-managers in CBK Power Company Ltd. (Kalayaan, Laguna), FLECO (Lumban, Laguna), MONDE NISSIN Corporation (Sta. Rosa, Laguna), F-TECH Philippines (Binan, Laguna), Jaime B. Ching Enterprises (Sta. Cruz, Laguna), Sunstar Mall (Sta. Cruz, Laguna), Universal Robina Corporation (URC) (Calamba, Laguna), Marinas Technologies Inc. (Pila, Laguna) and CAM Mechatronics (Philippines) (Calamba, Laguna) showed effective managerial skills and decision making skills in order to respond to the different technical and non-technical problems that they encounter in their daily operations. With high leadership skills, they are able to drive the employees to perform high so that they work together towards the attainment of the organizational goals. Managing human and non-human resources effectively make the business firms withstand even the hardest challenges that they encounter. Providing extensive trainings in terms of human capital also proved to be effective in the advancement of the firms. By determining the problems encountered by the engineer managers in four functional areas namely the marketing, production, human resource and the financial, the engineer manager used decision making process effectively and used the different factors affecting the internal and external environment of the enterprises. The use of modern technologies is one the capacity building strategies being advanced by the engineer-managers.