

## Management of Business Resources, for Decision Making, in the Creaciones Lupita Company

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**Abstract:** Within the new forms of business administration we can find the call management of business resources, which help us to determine the strength from the economic, human, financial and technological point of view, necessary to determine the actions that are optimal in the development of an organization, makes a specific and specific analysis in the different aspects creating the ability to discover new forms of organizational relationship and resources, optimizing and guaranteeing organizational success, for it is demonstrated this philosophy in the company, “creaciones lupita”, of uniforms in hidalgo city, main supplier of the region.

**Key words:** business; management; resources; development

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### 1. Introduction

The fundamental purpose of an ERP is to provide support to business customers, quick response times to their problems, as well as efficient information management that allows timely decision-making and reduction of total operating costs. The benefits that an ERP tool can bring are summarized in the resolution of accounting, commercial or tax problems of the company. It can also allow greater control of fixed assets in permanent inventory, bank reconciliation, tax settlement, etc.

### 2. Literature Review

Enterprise Resource Management Systems

Enterprise resource planning (ERP) systems are the information systems that integrate and manage many of the businesses associated with the production operations and distribution aspects of a company in the production of goods or services. Enterprise Resource Planning is a term derived from Manufacturing Resource Planning (MRPII) and followed by Material Requirement Planning (MRP); However, ERPs have evolved towards subscription models for the use of the service.

- ERP systems typically handle company production, logistics, distribution, inventory, shipping, invoices, and accounting in a modular way. ERP applications are global management systems for the company.

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They are characterized by being composed of different modules. These parts are of different use, for example: production, sales, purchasing, logistics, accounting (of various types), project management, geographic information systems, inventory and warehouse control, orders, payroll, etc. The opposite would be like considering a simple billing program as an ERP for the simple fact that a company integrates only that part. The main objectives of ERP systems are:

Optimization of business processes.

- Access to information.
- Possibility of sharing information between all the components of the organization.
- Elimination of data and unnecessary reengineering operations. The characteristics that distinguish an ERP from any other business software are that it must be modular, configurable and specialized:
- Modular.
- Configurable.
- Specialized.

ERP solutions are sometimes complex and difficult to implement because they need a customized development for each company starting from the initial configuration of the application, which is common. The customizations and particular developments for each company require a great effort in time, and therefore in money, to model all the real-life business processes in the application. The ERP implementation methodologies in the company are not always as simple as one would like, since many facets come into play.

Implementing or implementing an ERP has become very trivialized in the market and it seems that anyone can do it, but it is not like that. To correctly implement an ERP, the following fundamental aspects are necessary: Have a specialized ERP that reduces or eliminates development; that the technical teams understand the problems of each sector and define sequences of an implementation, Work on a methodology established by each sector; Maintain an important project management. Customizing an ERP package can be very expensive and complicated, because many packages are not designed for customization, so many businesses implement their ERP systems following industry best practices. Some ERP packages are very generic in their reports and reports; the customization of these elements must be done in each implementation. It is important to bear in mind that on certain occasions it makes much more sense to purchase report generation packages manufactured by third parties and that are made to interact directly with the ERP.

Many of the problems companies have with ERP are due to inadequate investment in continuing education of the personnel in charge of its management, including implementation and testing changes, a lack of corporate policies that affect how data is obtained ERP and how they are kept updated. Limitations and obstacles of ERP include:

- Success depends on the skills and experience of the workforce, including education and how to make the system work properly. Many companies reduce costs by reducing training, so small business owners are less trained, which means that the management of the ERP system is operated by personnel who are not trained to operate it.
- Personnel change: companies can employ administrators who are not trained to manage the ERP system of the employing company, proposing changes in business practices that are not synchronized with the system.
- ERP system installation is very expensive.
- ERP vendors can charge sums of money to renew their annual licenses, which is not related to the size

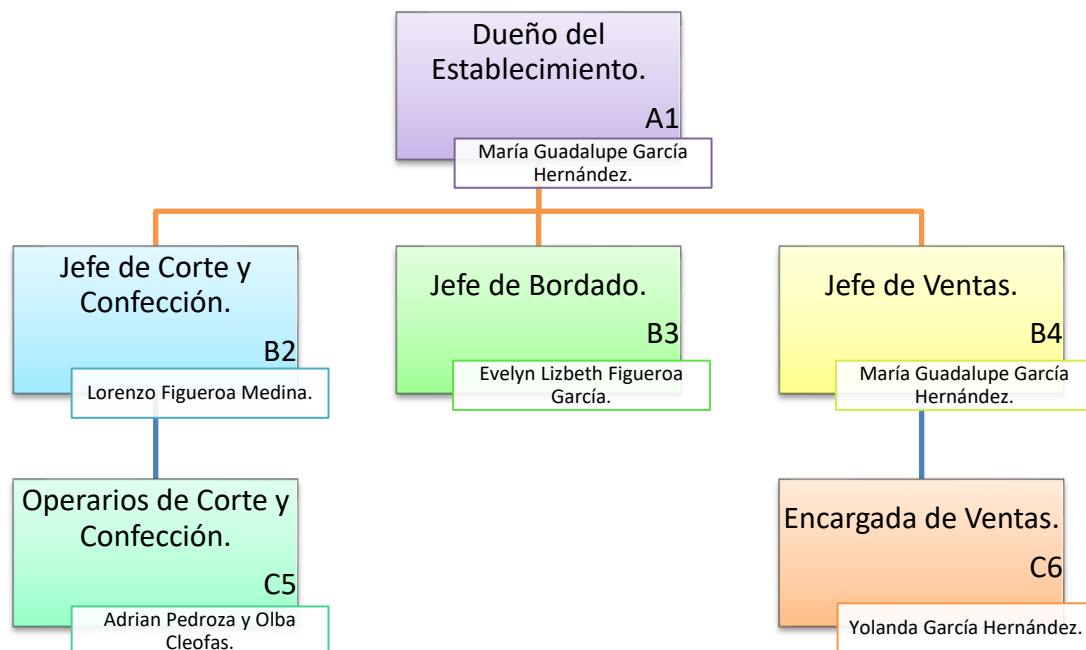
of the company's ERP or its profits.

- Technical support staff sometimes answer inappropriate calls from the corporate structure.
- ERPs are seen as very rigid systems, difficult to adapt to the specific flow of workers and the business process of some companies, this point is cited as one of the main causes of failure.
- The company's poor union image can cause problems in your accounting, employee morale, and lines of responsibility.
- Resistance to sharing internal information between departments can reduce software efficiency.
- Frequent compatibility problems with some of the partners' legal systems.
- Systems may be over-engineered with respect to actual consumer needs

### 3. Case Study: Creaciones Lupita

In the organization of the "Lupita" uniforms that was created approximately in 2003, this company was created on the basis that Mrs. María Guadalupe García Hernández He was within a larger company where he was a partner in conjunction with his first cousin, they ran a recognized company and handled many businesses in the region in the sale of uniforms one day the partnership between them disintegrated and Mr. María Guadalupe García Hernández He decided to use his own business wanting to have a large and well-known company.

He started from scratch and with money saved that he had, he started buying sewing machines and fabrics to carry out his business because he exploited all his potential in order to achieve his goal to have a recognized company in its municipality and thus be able to expand inside and outside, after achieving its goal of being able to have its recognized company located in the city of Hidalgo, Michoacán.



Source: Own elaboration and group support fifth semester of ing. In business management, 2017

**Table 1 Professiogram, Position: Sales Agent**

DATOS OBJETIVOS	FACTORES	1	2	3	4
	EDAD				
	NIVEL CULTURAL				
	ESTUDIOS REALIZADOS				
	OTROS ESTUDIOS				
	IDIOMA INGLES				
	CONOCIMIENTOS Y EXPERIENCIA				
	IDENTIFICACION CON LAS NUEVAS TECNOLOGIAS				
	EXTERIORIZACION DE FORMA DE COMPORTAMIENTO				
RASGOS PROFESIONALES					
	<b>PERSUASIÓN Y EMPATÍA</b>				
	DETERMINACIÓN Y ACTITUD				
	CAPACIDAD DE COMUNICARSE				
	CONFIANZA EN SÍ MISMO				
	<b>ENERGÍA Y ENTUSIASMO</b>				
	<b>PACIENCIA Y PERSEVERANCIA</b>				
	<b>BUENA APARIENCIA</b>				
	<b>COMPETITIVIDAD</b>				
PSICOLOGICO PERSONALIDAD	MANEJO ORGANIZADO DE INFORMACIÓN				
	SEGURO DE SI MISMO				
	CONTROL DE EL MISMO				
	INDEPENDIENTE				
	ORGANIZADO				
	COOPERADOR				
	AMBICION				
	LEALTAD				

<b>Cargo:</b>	<b>Fecha:</b>
<b>Nombre:</b>	<b>Evaluador:</b>

**Table 2 Capacitation Needs Detection**

No	Objetivo	Curso	Instructor	Lugar	Costo	Si	No
1	Desarrollar técnicas para las necesidades de los clientes	Atención al cliente	Externo	Salón fiestas jardín	\$50000		
2	Establecer estrategias para lograr las metas propuestas	Trabajo en equipo	Externo	Salón fiestas jardín	\$35000		
3	Manejar adecuadamente la maquinaria a utilizar	Manejo de maquinaria a utilizar	Interno	empresa	\$150000		
4	Realizar el mantenimiento adecuado de la maquinaria a utilizar	Mantenimiento de maquinaria	Interno	Empresa	\$100000		
5	Implementar nuevas técnicas de costura, bordados, etc.; para la mejora de los productos	Alta costura	Externo	Empresa	\$135000		

#### 4. Conclusion

Once more demonstrated the theoretical application with daily practice in the business sector, support and support programs were established for the sustainable growth of the company “lupita creations”, being an even greater engine for the regional development of eastern Michoacan, supplying uniforms for educational institutions in the region and sports schools, improving their inventories, reducing storage costs, optimizing their costs and expenses, maximizing their profits within six months, visualizing their results and allowing growth with the reinvestment of the same establishment, having four positions, growing to 8 in these six months, thus being another case of success in the eastern region of Michoacán.

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