

Thesis title and outline on the struggle of middle-level management between the organization and employees:

Title: "Caught in the Middle: An Exploratory Study of the Challenges Faced by Middle-Level Managers in Balancing Organizational and Employee Interests"

Outline:

I. Introduction

- Background on middle-level management's role
- Research question: What challenges do middle-level managers face in balancing organizational and employee interests?

II. Literature Review

- Organizational theory and middle-level management
- Employee relations and engagement
- Conflict and stakeholder management

III. Methodology

- Qualitative approach (interviews, focus groups)
- Sample: Middle-level managers from various industries

IV. Findings

- Themes:
 - Torn between organizational goals and employee needs
 - Limited autonomy and resources
 - Communication breakdowns
 - Emotional labor and stress

V. Discussion

- Analysis of findings
- Implications for middle-level managers, organizations, and employees

VI. Conclusion

- Summary of key findings
- Recommendations for supporting middle-level managers

This thesis explores the challenges middle-level managers face in balancing organizational objectives with employee needs, highlighting the tensions and conflicts that arise. By examining the experiences of middle-level managers, this research aims to provide insights for improving management practices and supporting this critical group.