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Summary

In international services ltd (ISL) offers the different kind of process and 150 employees were working in multiple roles. They don't have any idea about their roles in the organizations. Organization does not provide the compensation, less salary so people did not work hard.

Questions:

1. From the employer perspective, List out all the major business related problems you identify in this case (5marks)

Solution:

Form the employer perspective I have listed some major business related problems

- a) Not assigning the employee roles
- b) Pressure to perform
- c) Weak workplace culture
- d) Lack of communication
- e) Time management

Not assigning the employee roles: In this organization each individual employee roles are not assigning to the employee are confused about their roles in the organization. So they did not perform work well. So to increase the productivity its necessary to assign the roles for each task in organization.

Pressure to perform : in the organization there is less number of employee and they perform all operation and which create overload and I might causes pressure to the employee and then outcome will decreased.

Weak workplace culture: When teams feel like they're not connected with the rest of the workplace, they could experience a decrease in motivation. Teams that feel they are part of a larger group, experience more confidence and trust. One way to promote a strong work culture is by planning lunch outings and rewarding employees who exceed expectations.

Lack of communication: Another challenge manager's face when overseeing teams is ensuring effective communication. Because every team member has a different personality, there is a chance for miscommunication from time to time.

Time management: Time management is another problem in the organization. Due to lack of time management task is not complete proper time. So to solve this problem is to prioritize work responsibilities is by scheduling time throughout the day to do specific work.

2. List out all the possible grievances from employee perspectives (5 marks)

Some of the grievances from the employee perspective are listed below.

- a) Work load
- b) Lack Training
- c) Less salary and lack of incentive
- d) Lack of opportunities and facility.
- e) Poor management

Work load: As the employee perspective in this organization there are less number of employee and they need to perform all kind of work so it create problem to the employee.

Lack of training: If the training is provided to the employee then they will motivated towards the organization and it encourage to employee confidence.

Less salary and lack of incentive: It is a one of the major possible grievances form the employee view, if there is less salary and no incentive then it create less motivate toward the organization.

Lack of opportunities and facility: it is also major for employee grievances because some time employees feel that carrier cannot grow while working in this organization and not getting different kind of facility like children education fund etc that might create the grievances.

Poor management: Another factor is poor management. If there is poor working environment i.e bathroom condition, working temperature place, health and safety, chair condition, floor condition etc this might create grievances to employee.

Q. 3 What would have been your approach to revive the process? Explain from HR Planning and staffing perspectives.

Some approach to revive the process for HR planning and staffing perspectives are.

- 1. Staffing.** Staffing includes the development of a strategic plan to determine how many people you might need to hire. Based on the strategic plan, hiring process to recruit and select the right people for the right jobs.
- 2. Basic workplace policies.** After the policies have been developed, communication of these policies on safety, security, scheduling, vacation times, and flextime schedules should be developed by the HR department
- 3. Compensation and benefits.** In addition to paychecks, health benefits, and other perks are usually the responsibility of an HR manager.
- 4. Training and development.** Helping new employees develop skills needed for their jobs and helping current employees grow their skills are also main task.
- 5. Regulatory issues and worker safety.** Keeping up to date on new regulations relating to employment, health care, and other issues.
- 6. Evaluation and Improvement:** These strategies and programs are monitored and evaluated on a regular basis to ensure that they are moving the organization in the desired direction