



Problem Solving and Decision Making

Task 2

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INTRODUCTION

The purpose of the study is to elaborate on the employment problem briefly which has been discussed in the role play. The problem has been defined and the scope and impact of the problem have been explained as well. The reason for the problem has been analysed through the FishBone diagram. Some alternative solutions have been provided and the PMI decision-making technique has been used to identify the accurate one. An effective plan has been made to execute the solution and recover the mentioned problem and the process of communication among the shareholders regarding the solution has been evaluated in the study also.

DEFINITION OF THE PROBLEM AND ITS SCOPE AND IMPACTS

Definition:

Due to the dynamic nature of the economy, British employees are bound to work for long hours to receive sufficient financial resources. The fast-paced business environment of the UK also makes the employees insecure regarding their jobs and therefore they aim to earn maximum money in their capacity at a single possible time. In such cases, the employees fail to manage their personal and professional life and cannot provide enough time for their families which creates a work-life imbalance. Though the business organisations of the UK are increasing their awareness regarding work-life balance and effective policies are being applied to reduce the stress level of the employees (Business Culture, 2023).

Scope:

It has been identified through the survey that 52% of employees in the UK are facing difficulties in balancing their work life. Among them, 48% have taken some serious initiatives to acquire a balanced work-life during covid. The companies in the UK are required to arrange different options for the employees regarding their work shifts which might provide them with some harmony between their work and family time. Hybrid working policies are considered effective to induce positivity in the work-life balance of the employees. Individual approaches of the employees must be regarded as it will help them to maintain a healthy work-life as per their needs and schedules (Wickens, 2021).

Impact:

The work-life balance of employees affects the productivity of the organisation to which they belong. As the employees of the UK are required to do a lot of overtime duties to earn some extra money the cost of living in the UK is very high because of the high inflation rate of the country which was 10.1% in January, the employees are under huge work pressures. It causes stress and tiredness in their health and mind and they are often absent from emergencies and important situations in their family. They are not being able to provide sufficient time to their children and spouses and that is causing personal dissatisfaction among them as a gap is being created between the employees and their nearer people. Due to the high workload, the employees are sick quite often as well and they are dissatisfied with their work easily and lose patients with the organisation which is ending in employee turnover (nibusinessinfo.co.uk, 2023).

ANALYSE THE CAUSE OF THE PROBLEM***Lack of self-management:***

When the employees cannot manage and maintain their work, sleep, eating, exercise and other activities appropriately then difficulties cause them to make a balance between their work and personal activities. Due to investing a huge amount of time in a particular work, shortage of time causes a rash in the daily routine of the employees and they cannot cut time from their professional commitment therefore their personal time-space gets reduced (Clockify, 2023).

Stress management:

Stress causes distraction in the workplace for the employees and therefore they need to invest more time in their work which is generally required. The work which can be completed within a short span of time gets continued for a long time and the employee cannot leave the desk for long hours. The personal and family time of the employees becomes shorter and that causes work-life imbalance for them (Clockify, 2023).

Change of environment:

When an employee changes his job to get promoted to a higher position, it is often seen that he requires some more time to get adjusted to the new situation, working environment, rules, protocol and responsibilities. As the employees get involved with their new job profile, they cannot get much leisure time and vacation also. It causes frustration for them and makes them irritated in nature (Clockify, 2023).

Lack of free time:

Continuous pressure of deadlines and different work obligations make the employees extremely involved with their professional course and their personal space starts to get reduced then. The employees start to sacrifice their personal duties and occasions and make them involved in accommodating the job requirements. They keep learning new skills and join professional courses also to increase their productivity and performance standards. It makes their family time shorter and their recreation and relaxation time get reduced (uk. Indeed, 2022).

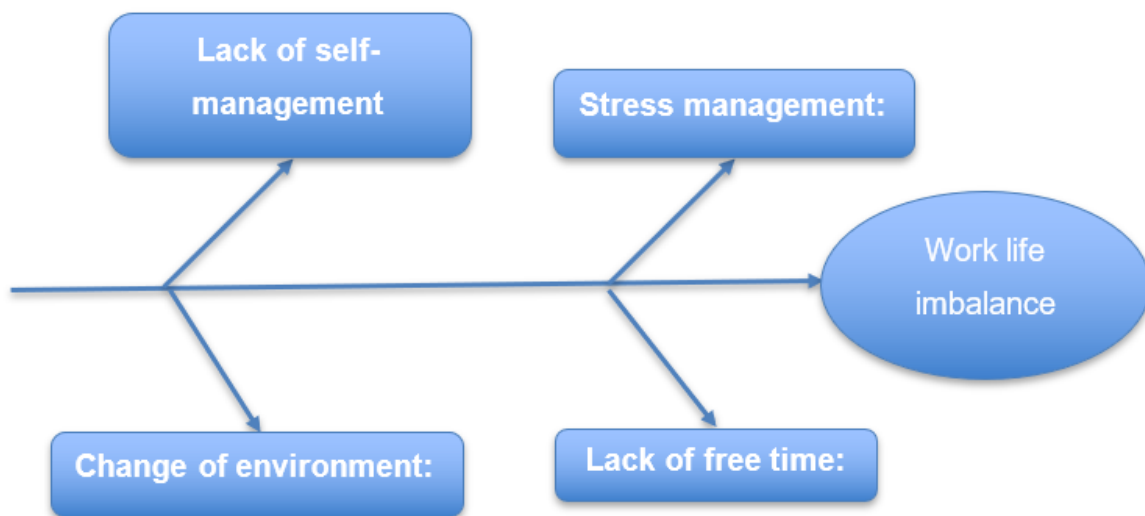


Figure 1: Fishbone Diagram

(Source: Self developed)

ALTERNATIVE SOLUTIONS

Flexible working:

The employers must provide flexible shifts of working as it will help them to arrange their daily activities in their own way. They can schedule their professional and personal commitments in a balanced way and can allocate time for different requirements based on their initial needs. Flexible working will also make the scope for employees to get rid of monotonicity from their work. It will not only arrange work-life balance for them but also increase their productivity and ultimately the company will benefit. A positive work-life balance reduces the work stress of the employees and therefore the scale of performances of the employees gets upgraded (Fuhl, 2023).

Focus on productivity, not on hours:

Employers must focus on the productivity of the employees, not on the number of working hours. The employers must see how much benefits and profit the employees are being able to provide to the organisation and not the time duration of their duty. The company must provide the chance for the employees they can work from home and for limited hours as well. Vacation and breaks are also required to provide to the employees as it keeps the employees charged and energetic. A good balance between work and family life increases the mental peace of the employees and that aggravates their aims to work hard as a peaceful and happening family life demands money to avail different entertainments (Fuhl, 2023).

Creating realistic boundaries:

The employee must not be over-ambitious as it makes them too involved in their work and their family time and space suffer. The employees need to have a proper career goal and must be focused on their professional commitments but they should not avoid their personal plans and family also. They need to make realistic deadlines and must restrict their greed for earning extra incentives. They must not overdo and

should not take their work life too seriously and must not avoid their families also (Rolfe, 2023).

DECISION-MAKING ON SOLUTION

Plus	Minus	Interesting
The positive thing is that if the working shift is flexible the employees can take work from home and make family time not have any effect on the work. The employees can apply for destination work as well which will create peace of mind for them and they will feel more enthusiasm towards work. It will increase the productivity of the organisation.	The difficult part is that flexible working might cause harm to the discipline of the organisation.	The interesting part is that flexible working will reduce the scope for leave for the employees. Through work from home or destination work, as the employees will be able to receive a chance to spend time with family, vacation excuses will be less then.
The only thing which matters in any organisation is the performance of the employee. If an employee will invest a huge time in work but the ultimate result will cause no profit to the business then it will not be beneficial for the organisation. If productivity	Sometimes it is seen that the employees do not put their complete effort when the organisation provides the opportunity to them for short working hours. They misuse the benefits provided by the company and that causes losses for the company.	If the productivity of the employee will be focused then the organisation will not be needed to remain dependent on their permanent employee. They can use freelancers and part-time employees as well. In such cases the company will not be bothered about the work

will be focused and the employee will deliver their best in a short span of work then the company will be benefited and the employee will remain pleased with the employer also.		time of the employee and they will only be concerned about the performance they are doing. The employees will be encouraged to work in freelancing as well and their independence will be maintained and they will get much scope to spend time with family and friends.
If a realistic boundary will be created the employee will not need to be over-conscious regarding the achievement of deadlines. On the other hand if by any chance the achievements do not become possible to receive then the confidence of the employee will be questioned by himself and frustration will be caused him (mbatools.co.uk, 2023).	The habit of limited ambition might reduce the courage of the employee to achieve the big and their potential might remain unused and they will lose many opportunities and scope of development in careers also (mbatools.co.uk, 2023).	Limited ambition will sustain mental peace for the employees and that will help them to maintain a happy family life. They can engage themselves in different courses not for only professional means but for self-development. Meditation, trekking, travelling and cooking will create happiness for the employees and they will become more mature and will grow as a person (mbatools.co.uk, 2023).
Creating realistic ambition is the most suitable for this problem as in this mode of solution the employee will not be required to depend on the organisation where they will work. This will not only help them to receive a better work-life balance but will also increase their talents, skill and other qualities as human beings.		

PLAN FOR SOLUTION

Specific	Measurable	Attainable	Relevant	Time-bound
The solution is specific because it is a self-sufficient solution and no dependency is required to implement such a solution.	Whether the solution is being implemented successfully or not can be measured through the life activity of the employees. How many times they are attending vacations, how many skills they are being trained for and how much free time they are enjoying will express the efficacy of the solution.	The solution can be achieved by the employees through proper planning. The employees need to plan their career objectives, goals and vacations as well at the very beginning of the year. They must take action according to that plan.	This solution is relevant as it will solve the problem of self-management and stress management of the employees. Positive work-life balance will be possible to be aware of.	Employees need six months to make this solution.

COMUNICATION WITH THE STAKE HOLDERS

Management:

As per the stakeholder matrix, the high-interest - high power stakeholders are management. It is necessary for the employees to keep the management informed regarding the solution to the problem of work-life imbalance and they must receive approval and consent from them regarding the solution. The employees can inform them through email or can convey the solution in staff meetings as well (North Wales Management School - Wrexham Glyndwr University, 2021).

Employees:

Employees belong to the category of high interest - low power who must remain aware of the solution as it has been obtained for their benefit of them. It is important to know whether the other employees are comfortable with the solution or not and their consent on it is required before implementing it (North Wales Management School - Wrexham Glyndwr University, 2021).

Investors:

Investors are the low-interest - high power stakeholder in this fact as they are only concerned with the profit of the business not much with employee satisfaction. But being the source of funds they must play a vital role in the business and it is necessary to take their consent before implementing any plan (Mendy *et al.* 2020).

Suppliers:

Suppliers are a low-power and low-interest stakeholders in this case they do not have much to do regarding the work-life balance of the employees but as part of the production chain of the company, they must know about the implementation of the plan for the employees (uk. indeed, 2023).

CONCLUSION

The study has outlined that over-ambition of the employees is the fundamental reason for the imbalance of the employees in work life and they are required to overcome this issue to get this problem resolved. The employees will need six months to implement the solution and the cooperation of the management, investors and suppliers is needed.

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