



Problem Solving and Decision making

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Task 2

Introduction

Long-term absenteeism is the denotation of a lack of employee engagement. But in working organisation employee engagement has remained an important impulse that involved commitment as well as involvement. Up to the maximum level of enthusiasm and energies, lack of engagement has been defined from the three segments i.e. job factors, organisational factors, and individual factors. As per the context, social care hospitals, foundations are repeatedly coping with severe issues like staff absenteeism in the UK (Ozer et al. 2017). Thus, the report is aiming to highlight potential causes and define solutions to mitigate these severe issues.

Nature and impact of the complex problem

Social care productivity and innovation in service have faced a major disruption due to several factors regarding employee management issues. For several decades, the problem has been identified as a typical criterion. The complexity has become more prone gradually upon the density of absenteeism increment. The scenario has been proved from the *creation of vacancies* in the job sectors. The UK has witnessed most of the demands for employees in the health care sectors across the total needs (Slawson, 2017). Besides that positive and negative behavioural interconnection has created possible reasons for such toxicity. On the other hand, *the job satisfaction* of employees is granted as another important measure to bring connectivity with organisations and patients.

Furthermore, Sizmur and Raleigh (2018) explained hard *working hours* and intensive level of stress management has been liable to this situational crisis. As a consequence mental health and physical health are going badly from less management power of *stress regulation*. After-day pandemic outburst depicts an aggressively indicted shortage of workers. Nyashanu et al. (2020) opined due to the response of *Covid 19* scenario training, human resource imperatives have produced more supportive causes. In between that internal and external, both causes have been triggered to increase the complexity beyond the shortage of staff. Imperfect *managerial systems* have raised conflict among employees (Macdonald et al. 2018). Therefore, the identified arena of problems has remained impacts duly on the populational well-being.

PESTLE analysis of the macro-environmental factors

Political

According to national office statistics, the UK has confronted job vacancies. In between of that all social care industries are unable to prove service, as well as increased values due to severe vacancies, are sustaining (Slawson, 2017). Moreover, Brexit issues create a situational crisis of the inability to join employees from the outer side of the UK.

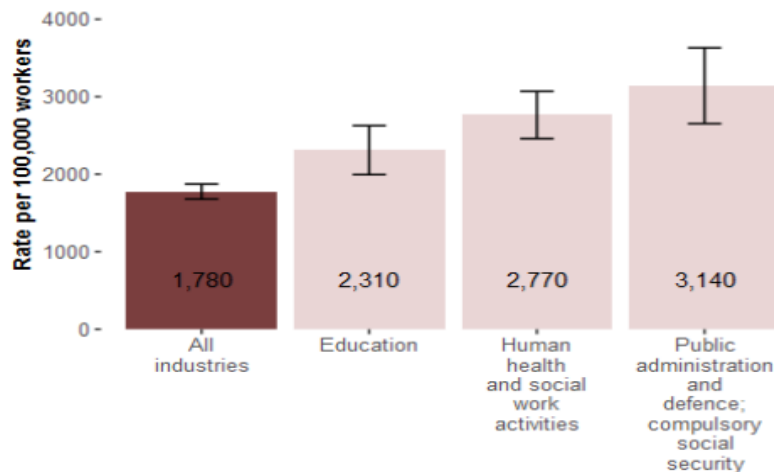


Figure: Rate of employee absence found in social workers is effective

Sources: (HSE, 2021)

Economy

Poor supervision and manager's passiveness are the prime factors in organisational disintegration. The framework has directly forced employee absenteeism. Service and productivity have inclined upon the position and social engagement of workers. However, tight scheduled and tremendous working hours has facilitated an increment of absence rate (Sanchez-Gomez et al. 2021). That's why countries' economic strength is diminishing as this directly reduces service.

Social

Along with the gender pay scale gap, the UK has witnessed discrimination against employees racism. The color is highly demanding across the patients. Even Allen and Langford (2021) defined the consequences and have retained a behavioural pattern. The constant working pressure and stress are additionally reflected on voluntary leave. Thus, absenteeism and engagement have shown opposite motion.

Figure: Potential sickness and absence

Sources: (Office for National Statistics, 2018)

Technology

The technological invasion has embedded upon the conceptual employee training that possible impacts have pushed to upgrade demands and organisational values. Caregiver personnel is unable to enrich skills from the aspects of digitalisation and another (Bartels and Jackson, 2021). Therefore, the tendency to change the workplace has been increasing rapidly.

Legal

Social workers are suffering from mismanaged wage distribution. Physical and mental health are widely suffered and remain the result of absence. The occupational relation has made it a burden as this executes wage theft (Macdonald et al. 2018). Furthermore, fewer leave benefits have created additional complexity in this context.

Environment

Karatepe et al. (2021) highlight pandemic outburst, as well as covid 19, as the natural disaster that makes potential impulses to less social engagement. The severe regulation of covid and post covid making a crisis on the economy. The sophistication of life lead has been difficult thus, job satisfaction in the working climate is not effective.

The critical analysis of ***PMI*** has elaborated ideas, concepts, and experience to evaluate further possibilities.

Plus	Minus	Interest
High rate of vacancy for local people	Lack of opportunity of outside people	-
-	Mitigated talent management	Diversity and demands embedded
Necessity rise for regular base training	Job satisfaction dropdown	The economy of country and organisation uplift
Well management for working hour	Intensity to obtain leave benefit	Production and service increment

Cause-and-effect analysis

The dignity of employee retention and industrial values are integrated into each other. Sizmur and Raleigh (2018) commenced a wide cause and impact has been determined with the theoretical evaluation. For the sake of long-term absenteeism, Freudenberger's *burnout model* and Aon Hewitt's *employee engagement* are depicted. Job satisfaction in the medical sector is maintaining a heavy distance because of several issues. Employees are suffering from physical and mental illness due to the severity of work pressure. The occupational workload has reached up to personal life. The output of such sickness originates from a tight schedule and no leave benefits. Instead of that, service and quality are diminished. Management of talent is going to fade gradually. The rise of impacts is directly down economical turnover across the country. For instance, Gomes Garcia et al. (2020) argued frequent job left tendency has emerged in which repeated stress from personal and occupation life are committed to less involvement. Thus, the *outburst of behaviour* is natural according to burnout implementation. On the other hand, wage regarded dissatisfaction and behavioural incorporation have triggered the interview of social care workers. A psychological mindset is identified from the orientation of these effects. Employees' engagement is affected by the production quality. Therefore, as per Saks (2019) demonstration of *Say and Stay* for staff are considered as general absenteeism due to internal conflict among organisational internal environment. The repetition of phenomena has been reported as a result of human resource management's disparity. Furthermore, the visual layout on cause and effects has been visualised with a *fishbone diagram* template (Coccia, 2020). The reduction of long absenteeism has been embedded in the possibilities of several causes and effects. In this context, the career options of social care workers are damaged. Meanwhile, the organisational brand image also suffers from erosion. Trauma and sickness of medical personnel are aligned with that's why cognitive thinking and cue of innovation are instructed parallely. On the contrary expansion of business and trust of employees are left.

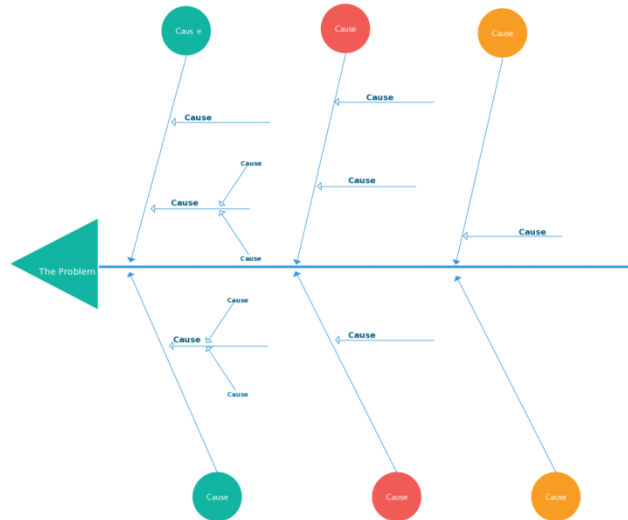


Figure: Fishbone diagram

Source: (Coccia, 2020)

Alternative solutions

Employee rearing impacts are generated importantly. If the population depended on the sector then, responsibility would increase. Health is wealth by which employee retention and the medical industry's sustenance are importantly embedded. Peinado and Anderson (2020) generalized the general complexity has been reduced by strategic application but the solution is the ultimatum in this context. The framework evaluation has made problems and core of origination. Therefore, strategy as a solution will minimise situational crises. **Direct interaction** between workers and management will be able to reduce maximum. Even, a technological flip can occur to submissive the dominance of absence. These flips mitigate the flaws of HR by implementing less time in the database rather than in manuals like employee management.

Moreover, satisfactory intensity is reflected in employees' minds if **working schedules are fixed**. The result of a fixed schedule has been found from a flexible working environment as well as the limitation of internal friction. The excellence of staff management and also absence are responsible for imperfect wage or balance, rewards, and recognition. Thus, good attendance will be maintained from acquiring **rewards and benefits**. This equally enhances employee positive feelings of employees from developing communication skills. Otherwise, a psychological test will give broad outcomes that are conducted by **online surveys** about absenteeism.

Implemented plan and discussion

What	Who	When		
		2022	2023	2024
Training for time management	Team manager			
Construct online survey	Executive members			
Search talent management	Executive members			
Conduct planning of wage regulation	Account manager			
Adoption of new organisational strategy	Human resource department			
Arrangement of a conversation session in daily	Senior and peer team manager			

Success indicators and problem minimiser are based on tactics. This tactic is liable to the above-mentioned implemented plan. Key measures, as well as online surveys, have determined probable motivation for the long absence. The participation rate and answer eventually get results for goals. Then, training for up-gradation of time management skills will produce a flexible working schedule among tight working schedules. After That daily, a short session of conversation with peers and seniors will scope to analyse peer problems and probable solutions from seniors colleagues. If the human resource management is not efficient then searching for new talent will be necessary to manage employee management. Thus, new strategy hunting and

wage clearance without discrimination has provided an advantage to reduce long absenteeism and ensures enthusiasm.

Conclusion

Overall aforesaid mentioned discussion is going on major problems in the social care industry. From understanding the nature of issues, macro environment analysis is providing notions of potential causes to employee absenteeism. Besides that cause and effect of such broad phenomena has examined impacts on social and personal effects on employees and organisations. Finally, implemented plans and recommendations have been generated to reduce problems and rescue populations.

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