

$y = g(x)$
 Secant Lines
 $f'(x) = \lim_{h \rightarrow 0} \frac{f(x+h) - f(x)}{h}$
 $f(x) = \lim_{h \rightarrow 0} \frac{(x+h)^2 - x^2}{h}$
 $= \lim_{h \rightarrow 0} \frac{x^2 + 2xh + h^2 - x^2}{h}$
 $= \lim_{h \rightarrow 0} \frac{2xh + h^2}{h}$
 $= \lim_{h \rightarrow 0} h(2x + h)$

Module: Problem Solving and Decision Making

Assessment Component: Presentation

Case Study 6 no room for growth

Module Code: BMSW4004

Name: Flavia Apio

Lecturer: Diola Bijihout

No Room for Growth in organisation

Some Staff don't want to grow in a role, they just want a stable job and are happy to come to, do the job and go home.

Some want to know that they have the chance to grow within the company and can progress.

Not being able to grow can have a big negative impact on staff's overall job as they will lack the motivation to work hard says South (no date)



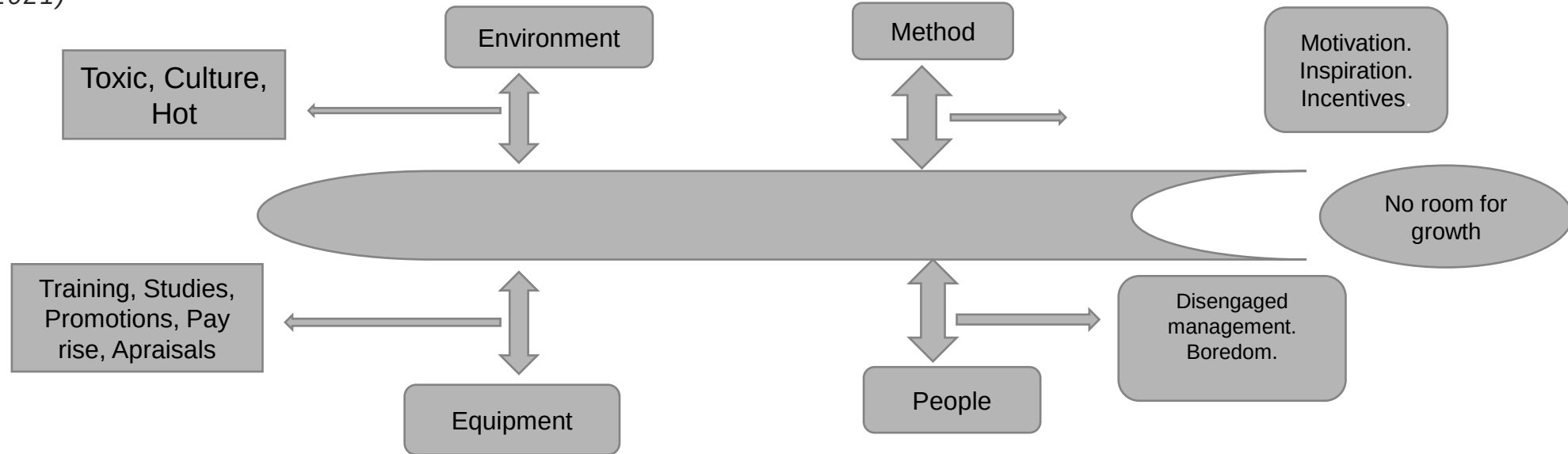
Overall Performance

Ways to gauge performer

- Quality of work is lacking
- Speed and efficiency is not good enough
- Trust and consistency is missing
- Lost of Compassion for the work

Fishbone Analysis

Alex, (2021)



PESTEL Analysis by Bruin, (2016)

P	E	S	T	E	L
1. Government Stability/instability 2. Corruption Level 3. Size of government budget 4. Competition regulation	1. Growth rate 2. Available Credit 3. Unemployment trends 4. Federal government budget deficits	1. Education Level& opportunity 2. Attitude towards work 3. Immigration & emigration rates 4. Ethical concerns	1. Technology incentives 2. Communication unfractured 3. Access to new technology 4. Level of innovation	1. Air 2. Water 3. Natural disaster 4. Climate	1. Discrimination laws 2. Antitrust law 3. Consumer Protection 4. Health and Safety law

Evaluation of alternative

One on one Helps to built trust between management and employees

Quarterly check in is a great way promote one to one opportunity

Continuous two way feedback is wonderful for organisation growth

Project-based feedback give a more timely and better assessment of employees' work and room for growth

Goal-based check-ins helps to see employee performance based on goals

Career development conversations help employees and managers align on the future (*Paulsen,2021*)

Implementations

Recognition tools helps promote employee wins to the organization

An effective goal platform helps employees and teams set, track, and accomplish goals

Effective feedback tools drive company-wide growth

People analytics tools help you understand where your talent's performance stands

Effective one-on-one software helps streamline your performance conversations

Career development conversations help employees and managers align on the future ((*Paulsen,2021*))

List of References

Alex October 2, 2021 cause and effect of employee turnover <https://matterapp.com/blog/causes-and-effects-employee-turnover>

Lars de Bruin September 18, 2016 Pestel analysis www.businessstoyou/scanningtheenvironment/pestel/analysis
South

Elise Paulsen December 21, 2021 www.quantumworkplace.com/future-of-work/6-alternatives-to-the-annual-performance