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Module Name: Problem Solving and Decision Making

Module Code: 4004

Title: Employee Job Dissatisfaction (Underpayment)

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INTRODUCTION

Job dissatisfaction is when employees do not feel content in their job. This can be due to so many factors like various professional and personal reasons such as being underpaid, poor management/ unsupported boss, company culture, no room for growth, little to no vacation time and many more. But today, I would like to write about underpaid employees because I believe that is a major factor to the team to be dissatisfied in their job.

EFFECTS OF UNDERPAYING EMPLOYEES:

Poor Performance

Many employees will feel dissatisfied in their jobs at one point or another because they feel like they are being underpaid. Often, underpaying employees is a classic penny-wise decision as it doesn't help with the development of the company.

Pay has a direct effect on employee productivity and engagement. Underpaid employees typically underperform, even worse, their potentially toxic attitudes can spread throughout an entire company. Because they are underpaid, they don't put in much effort to work, and they discourage others into performing positively.

While pay is one of the several factors influencing employees' engagement, it plays a key role in the equation. Employees who feel valued and appreciated are motivated to always do their best work. Underpaying your employees can make them question their worth and appreciation and when they begin to question how much they mean to their organization, they are less likely to exert the effort to make an impact.

Lack of Allegiance

Having a lack of allegiance of an employee is also one of the factors of underpaid employees. An underpaid employee is likely to adopt what I call "I don't care attitude". If an employee feels that their employers don't care about them, they also say to themselves, and others why should they care too and go extra mile. Disengaged and undervalued employees do not do much at work or have the job done. They discourage other employees with their attitude, and they are unwilling to contribute additional time or energy to help the company achieve its goals. When an employee does not have the company at heart or cannot be loyal to the company it affects the security and productivity of the company.

Mental Health issues

Gender inequality pay can cause mental health issue like anxiety, depression, eating disorders or even suicide in a person if not controlled. All these stresses can increase the person risk for diseases and illness that may affect productivity and money lost to the company and the nation. Every individual needs a free and healthy environment to thrive but, when the environment exhibits any sign of discrimination based it can affect the mental health of the individual. According to Villines, Gender discrimination has a significant impact on mental and physical health worldwide. It can limit peoples' access to increase rates of ill health, and lower life expectancy" (2021).

Harassment and legal actions

Again, any company that engaged in gender pay discrimination is at risk of increase conflict, violence, and sexism because, the men will always feel superior over the woman. The man may feel they are making more money for the same job and that he can control the woman due to this inequality. Such behaviour may end in a legal action against the company and a lot of money will have to be spent to correct that. A happy employee will bring out the best in them for the benefit of their family, the company and the nation. Women are always considered as a weaker vessel in most institution, cultures and even homes. Therefore, paying a woman less money than a man can create a space for harassment.

Increase Poverty Rate

Low income increases poverty rate because, most homes live within the budget of minimum wage, and some has only one parent as the sole supporter in their homes. Therefore, if they are not able to take care of the needs of all family members due to poor income rate then the family is in trouble. This will increase poverty rate of the nation. More families will have less healthy living conditions like shelter, good healthy food and water. Which is all necessity for everyone. Due to poor income, families can not have access to good medical care because they cannot afford, and this may cause some communicable disease to spread to other people in the community and eventually the nation. They may not have good insurance to have access to medical system that can treat simple and minor infectious disease. My grandmother of blessed memory always encouraged us to go to school because she tells us "Poverty is a disease ". I never understand her proverb until I grew up to realised how poverty can cripple or destroy life.

Employee Turnover

By underpaying your employees, you are conveying a powerful message to them. This is because employees who believe they are being underpaid because the work they do is worth more than their pay are always looking for another job with better opportunities without even informing no one. "The Low Pay Commission estimates that there were 2 million workers paid at or below the minimum wage in April 2019, around 7% of all UK workers. This compares to 1.5 million jobs paid at or below the NMW in 2015, before the introduction of the National Living Wage" (Francis-Devine, 2021).

Workers tend to always look for better opportunities with good pay and leave without notice. When a dissatisfied employee leaves, it means the company must recruit new employees and train them also and this in turn cost a lot of money from recruiting to training. In addition, it is also time consuming and puts the company behind a lot of things that needed to be done.

Impact on Business Reputation

Your employee's performance, actions and behaviors reflect on the company. Unhappy employees do not make any effort to be cordial. Since they are the front lines for the company, they are supposed to give one hundred percent of their service but because they are under paid, they don't care to do anything and that has a great impact on the organization. They may speak or act in ways that will give the customers, competitors and job applicants a negative perception about the company. Underpaid employees can write a

bad review on the company website and that can affect the company reputation. The violence and unhealthy behaviors among staff can be a ground for lawsuit that will drain the company finances and eventually ruined it hard earn reputation.

ALTERNATIVE SOLUTIONS TO UNDERPAID EMPLOYEES

Employees who feel their compensation doesn't match with the work they do are dissatisfied and feel undervalued. They may therefore blame their job for any financial difficulties they are facing. However, organization can come up with some incentives or creative ways to reward employees if they are not in the position to raise wages so that the employees don't feel pressured to leave.

Bonuses tied to targets and profitability

Bonuses are a great way to reward employees especially employees who feel their hard work is not acknowledged by their employers. Employers can however give some bonuses to the team; by setting up targets that employees must meet in order to get the bonus. This can however increase productivity and competition between employees because, every team will strive to do win the bonus price. This will in turn help the company to profit more as there is competition among them. Giving bonuses to the employees also boost their morale because they feel motivated and want to do more and more thereby having a directly influence on the success of the company.

Flexible workdays/ hours

Giving flexible working hours and workdays to employees makes your employees happy as it releases some sort of stress from them. Commuting is generally thought as one of the most stressful daily events of people's lives. From relentless traffic to jam packed trains, employees embrace the opportunity to eliminate this from their life.

Apart from commuting being inconvenience, if left unaddressed, stress can fester into other mental health issues. So, offering flexible workdays and hours gives the staff members the option to manage their time effectively which reduces stress.

When employees are given the freedom to manage their time and task, it increases their confidence and sense of ownership over projects.

The office of national statistics (ONS) revealed that over 75% of individuals with children are currently in the workforce. Also, a number of these working employees are carers for their family member. Offering your employee, a flexible working options allows them to balance their personal lives with the demands of their work life.

Working from home eliminates the cost of everyday commutes. It can influence more cost-effective purchasing decisions such as, planning for lunch breaks rather than asking last

minute dash to the market. When employees are giving a flexible working days or hours, it helps them in saving money.

Extra Vacation

Since every individual has a different way of managing stress level, employers should allow employees to take extra time off when they identify any burn out situation in an employee. Taking extra time off helps the mind from the stressful situation, thereby allowing the employee to regain their energy due to rest and spending time with their family. "Taking time off can make employees both more productive and more satisfied when they return to work, which translate into higher retention rates that can save a company thousands of dollars" (Halkos, E 2021).

Employee Discounts for products or services

Employers can also offer their employees discounts for great attendance, long service with a company and higher overall output. This can be in a form of meal ticket or some other incentives which will boost the morale of the employees. If employers show their staff how much they appreciate the work they put in, it motivates the employees psychologically to work harder for the benefit of the company as whole.

EVALUATION

Management team should have time to compare their pay rate to the country minimum pay rate and to compare with other businesses with the same product if they are underpaying their employees or not. Again, every employer should be evaluated periodically, it can be every six month or every year so that they can add a certain percentage to their income for their long services to the company. During evaluation, employees should be made to feel appreciated instead of finding faults.

DEVELOPING A PLAN FOR IMPLEMENTATION

First, all the management should meet and discuss the situation at hand and should have a dialogue so that they all share ideas and have a common goal to implement the solution. During management meeting, they should be encouraged to bring out new ideas which will help solve the problem at hand. Management from various department in the company should be encouraged to offer praises to the employees instead of finding problems all the time. Since most of the solution will demand extra resources like money, management should find a way to generate extra funds which will not affect the budget of the company.

After the managerial meeting, there should be a meeting between the management and the employees to discuss and access the solution at hand. Employees must also be encouraged

to bring out any solution they may have for the benefit of the company. There must be a specific set time for the implementation of the new solutions by setting up a specific date. Employees will have the assurance that their voices are being heard by the management.

COMMUNICATING THE PLAN TO STAKEHOLDERS

All stakeholders of the company should be duly notified of the problem and the solution at hand. As a stakeholder of a company, we must have an idea of the good and bad of whatever is in the company so that they can also bring their input into the existing problem for a better solution. Stakeholders have interest in any form of decision which will be implemented in the business. Communication to the stake holders can be in a form of face-to-face interaction, conference calls or emails sent to all stakeholders involve.

REVIEW AND MONITORING

In other to identify whether the solutions to the problems are successful, there should be a successful way of evaluating the implemented plan. Reviews can be done by sending out a check list to all stakeholders involved in the successful running of the business. Customer evaluation is very important to run a successful business. Reviewing a solution helps the organization to know if they are tackling the right issues.

CONCLUTION

In conclusion, problem recognition and solving is a great way of moving forward and having a solid foundation to improve the quality and efficiency in our daily life and the workplace.

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