

PROBLEM SOLVING AND DECISION MAKING

- NAME: KARY MONTANO
CARRIZALES
- STUDENT NUMBER: 2121660
- MODULE: PROBLEM SOLVING AND
DECISION MAKING
- MODULE CODE: BMSW4004
- LECTURER: LAILA SURANI



OVERVIEW

- Introduction
- Define the Case
- Fishbone Analysis
- PESTLE Analysis
- Implement the Plan
- Re- Evaluation
- Reference

PROBLEM SOLVING STEPS

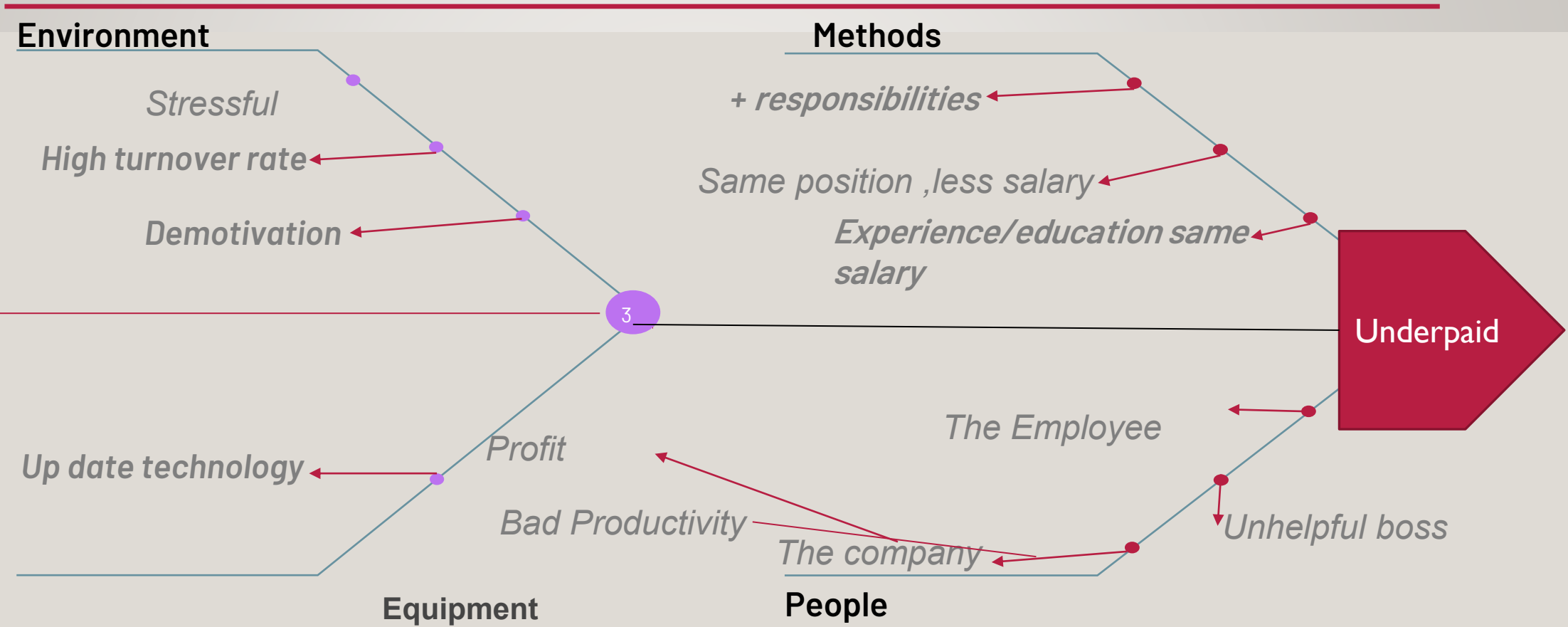


The Case Study

One of the primary reasons for job dissatisfaction is when an employee feels as though they are being underpaid. One way they could come to this conclusion is by researching what others are being paid doing the same job in the same area. Underpaid employees often have to stretch their money further than others, and often have to choose necessities over doing anything nice or fun for themselves. The stress of having to pay bills with limited income can cause employees to feel dissatisfied with their jobs.



FISHBONE ANALYSIS



PESTLE ANALYSIS

P

Political

Strict and uncompromising organisational policies creates dissatisfaction among employees

E

Economic
Employees do not feel well compensated for their effort they put in the job

S

Social

does not attend social events, few contact with friends. It affects his mental health and personality.

T

Technological

No equipped with up to date computers, gadgets and technological infrastructure and i not give the best output

L

Legal

Organisation needs to have strict safety guideline that looks after each and every employee

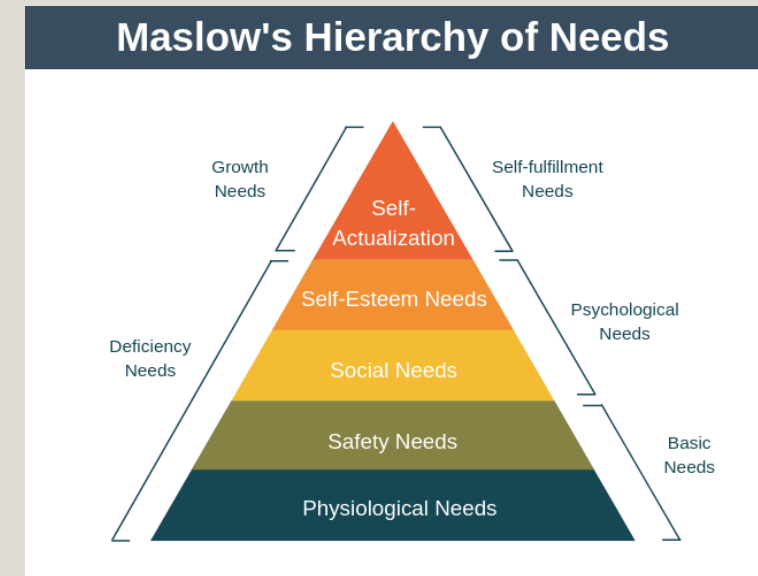
E

Environmental

Could no find any environmental aspect

MASLOW'S HIERARCHY

- The organisation first needs to take care of the basic lower order needs such as physiological and safety needs of an employee.
- Employee looks forward to the growth and development needs, such as nurturing the feeling the belongingness and respecting the self esteem of the employee.
- Therefore the organisation needs to make sure the maximum aspects of Maslow's Need Hierarchy are met for an employee to feel satisfied with their job.



PMI TOOLS

- ✓ re-negotiate your contract
- Up date CV change the job
- Gain more experience and education

Plus	Minus	Interesting
Improve the Relationship +5	Meetings -3	Gain more skills +4
Easier and cheaper +4	New rules and policies -2	Opportunity to grow professional +4

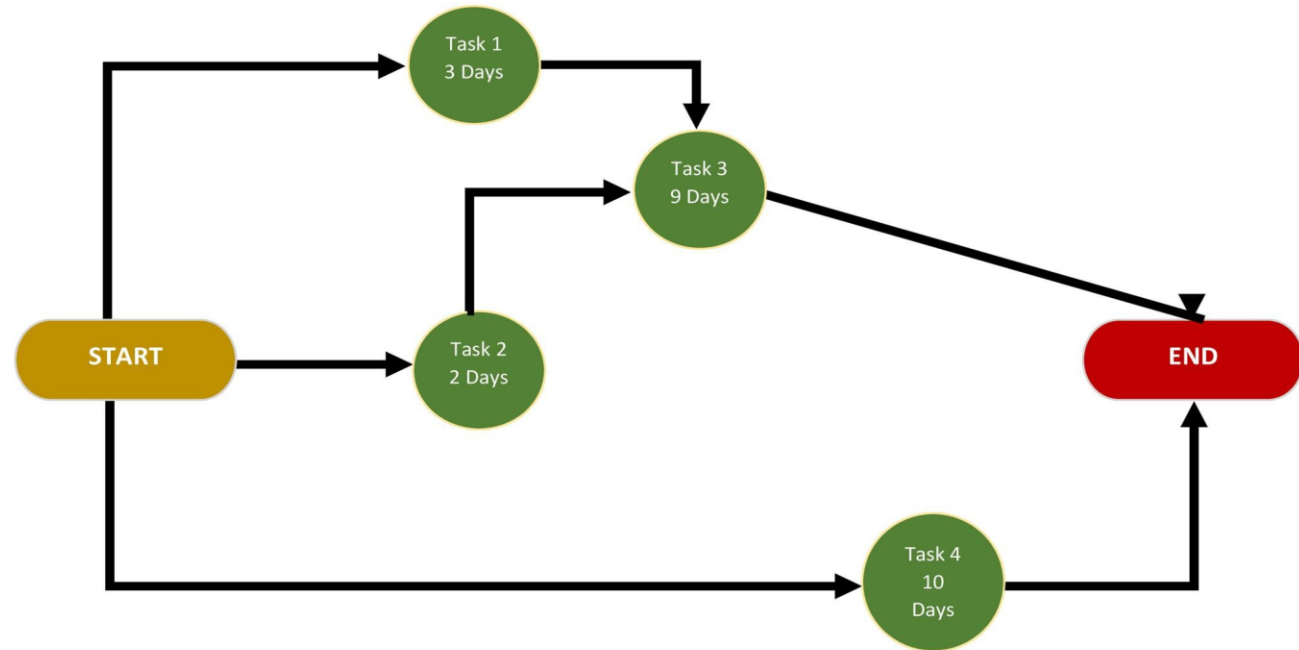
IMPLEMENTATION PLAN

Implementation PLAN

Action	Responsible	Priority	Status	Start Date	End Date	Notes
Action #1:						
Meeting with the manager	Employees & manager		Done			
Action #2:						
Identify the objective	Stakeholders		Done			
Action #3:						
Get information and sources	HR		Done			
Action #4:						
Monitoring the objective	External company		In progress			

RE-EVALUATION

PERT Chart



CONCLUSION

In this module we have followed the steps to make decisions and solve problems:

- Define
- Brainstorm
- Implementation Plan
- Evaluated

REFERENCES

- Cherry, K., 2022. *Maslow's Hierarchy of Needs*. [Online]
Available at: <https://www.verywellmind.com/what-is-maslows-hierarchy-of-needs-4136760> [Accessed 14 August 2022].
- Henderson, J. M., 2011. *Why Being Underpaid Is Worse Than Not Being Paid At All*. [Online]
Available at: <https://www.forbes.com/sites/jmaureenhenderson/2011/05/27/why-being-underpaid-is-worse-than-not-being-paid-at-all/?sh=1a5c1571453b> [Accessed 10 August 2022].
- Team, I. E., 2021. *20 Signs You're Underpaid and What To Do About It*. [Online]
Available at: <https://www.indeed.com/career-advice/pay-salary/i-am-underpaid> [Accessed 09 August 2022].
- Talukder, S., Talukder, F.H. and Alam, J., 2014. Job dissatisfaction and turnover: Bangladesh perspective. *Eur. J. Cont. Econ. & Mgmt.*, 1, p.183.
- TERRA Staffing Group, 2019. *The Long-Term Effects of Underpaying Employees*. [Online]
Available at: <https://www.terrastaffinggroup.com/resources/blog/long-term-effects-underpaid-employees/> [Accessed 10 August 2022].



THANK YOU!
