

Problem solving and decision making

Task 2: Report

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Introduction

Problem-solving and decision-making function is the most important factor for the successful management planning of a particular organization. Workforce challenges are the biggest problem in the UK for taking care of patients. The nurse training functional is reducing year by year, which is a threat to adult people of quality care and other valuations (Nahum-Shani et al., 2012). The decision-making effectiveness is evaluated here, and create alternative plans. Moreover, there needs to plan effective regulation of complex problems and manage the variation forms. In addition, the success indicator is also determined here for better implication in problem observation and other implications.

1. A research-informed discussion on the nature and impact of the complex problem on employees and their organizations.

The research can be done by utilizing primary and secondary methods, which help to search for the core information about the problem and the impact on the organization. There are some complex problems for employees and the working places: lack of definability, reducibility, predictability, and solvability. Complex problems have multiple solutions, which can be effective in the planning forces but sometimes not. The nature of a complex problem is easy to define because the complex problem has a difficult tracking system into the organization and the employees' lives (Johnston, 2017). Primary research comes from focused groups, interviews, questionnaires, and surveys. Moreover, these secondary research methods are web information, blogs, newspaper, and journal (Nahum-Shani et al., 2012). In these research methods, the complex problem situation and the regulation has been discussed for other solutions seeking management.

There have many major impacts of the complex problem on employees and their organization. For example, employees face complex issues in soft drinks making organizations, and then employees misstate their financial position. In this case, the organization faces a huge loss, and the quality of the soft drinks will be below the standard valuation.

Interpersonal conflict: It is the conflict that happens between two or more employees in the organization (Greiff et al., 2015). It is a human reflection of the complex problem which impacts the organization highly. Interpersonal conflict reduces productivity and reduces the feasibility of these solutions.

Discrimination: Discrimination is the function where employees focus on another employee's facial structure, color, race, and religious factors. In this case, the complex problem is heavy on the organization's activities (Dörner and Funke, 2017). This is the function that impacts the incremental situation of the employee's leading observation which need to maintain or further acceleration.

Low motivation with training factors: Low motivation and training factors are the third impact of complex organizational problems. The complex problem reduces the performance ability and motivation acquisition form, which reduces the operating forms. Moreover, low motivation and low training factors increase the loss of findings of the research methods.

Communication issues: Complex problems impact the communication form where employees hesitate to communicate and are reluctant to make effective decisions. Complex problem nature is to create an ego, introverted expression, and other complexities (Greiff et al., 2015). Communication issues create project failure management, not separating idea management, and not evaluating decisions. Moreover, It decreases the organization's employee growth of skills and other valuations.

Performance issues: The research and information findings define that complex problems in the organization create performance issues. If this happens frequently, then the performance of the employees will be low as per the growth line of the organization (Dörner and Funke, 2017). Performance is the overall function of the organization, which need to be high for these success evaluation and planning satisfaction.

Bullying: Bullying is the function where employees speak ill words to their colleagues and say hurting things. And this is the function that is created by compel problem of the organization. It impacts the result of the project.

2. A PESTLE analysis of the macro-environmental factors contributing to the complex problem.

The pestle analysis factor contributes to the complex problem of finding new observations in solutions and creating an effective plan of engagement. A pestle analysis has six major factors which contribute to the complex problem and create different evaluations. There are six stages of determining a complex problem into the environmental factor: defining the problem, determining the root cause, developing alternative solutions, selecting the solution, implementing these solutions, and evaluating the outcomes.

Political: Political factors are tax rate, employee policy, and political stability help to crack complex problems and provide feasible solutions. Political factor helps to manage governmental decision and problematic situations. Moreover, These factors create a clear understanding of the analytical solution to complex problems (Perera, 2017). This factor helps to manage the technique of the complex problem acquired by governmental regulations.

Economical: Economic factors are interest rates, exchange rates, inflation, demand, supply, and laws. The complex problem gets an effective result from the economic factor because it provides a clear vision and mission of the GDP of the UK (Srdjevic et al., 2012). Moreover, economic factors contrite quantitative research information to solve complex problems.

Social: Social factors are wealth, buying habits, population density, and behavior. These factors contribute to the complex problem of managing new observations in regulating solutions. If the employees have wealth and the organization's potential consumers have buying behavior, then it will reduce the complex problems. Moreover, social elements reduce the complex behavior of the organization.

Technological: Technological factors are automation, e-commerce technologies, and 3D technologies. Technological factors contribute to complex situations for better implications in the decision-making formations. Technological factors help to crack the complex problem quickly and manage the obligation forms (Perera, 2017). Moreover, innovation creates a new solution for long-term availability in the complex environment.

Legal: Legal factors are wages law and other external laws the government enforces. Legal factors help the compelling situation for legal validation and structure. The legal instructions are not the same as the situation, but complex problems have similar identification. Moreover, legal factors help to manage the complex operating, sources, resources, and other conditions.

Environmental: Environmental factors contribute to the complex situation for the overall accumulation set and other functions. Environmental situations define media, eco-friendly management, and other observations which define compel situation solutions (Srdjevic et al., 2012). Moreover, these factor helps to maintain the qualitative information and theoretical system for complex regulations.

3. A research-informed cause-and-effect analysis of the complex problem using the Fishbone Diagram.

By utilizing cause and effect analysis, complex problems can be solved by different systems. The alternative name of cause and effect analysis is using a fishbone diagram where the problem will easily identify the regulation process. It provides brainstorming for the problem valuation and creates effective analyzing management. It helps to define the problem's root cause and set different plans for the situation. The root cause helps to define the solution and normalize the environment (Ilie and Ciocoiu, 2010). It helps to definite the bottleneck of the process and manage the observation creations. Moreover, it helps to analyze the plan's process and why it is not working. The processing evaluation forms are identified by this research formation.

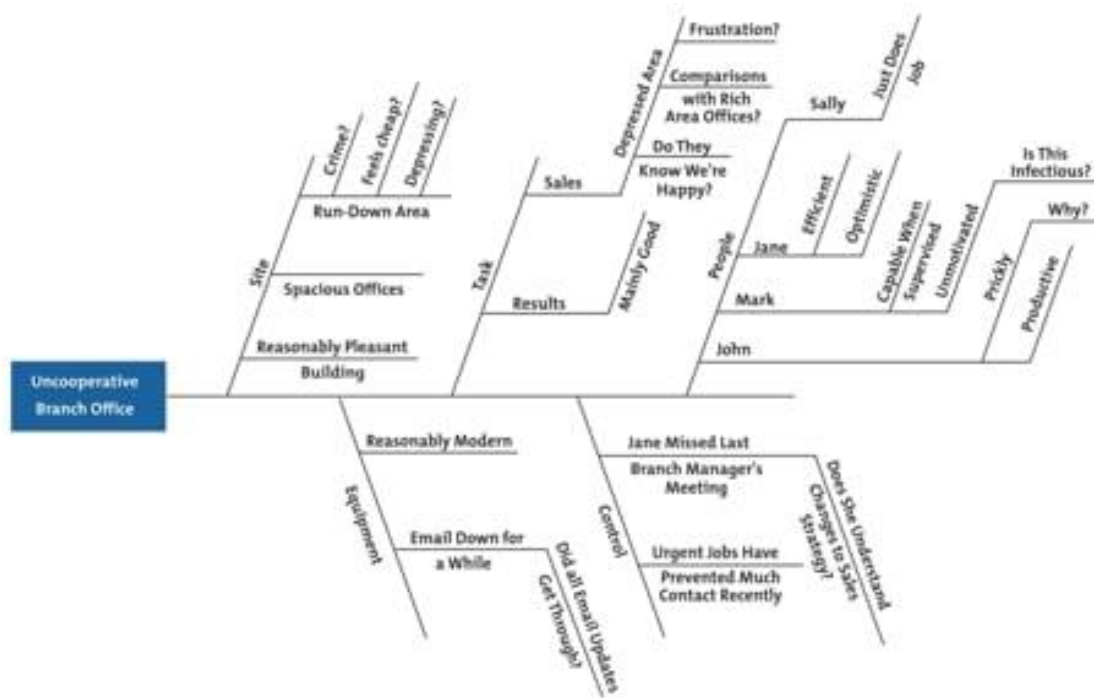


Figure: Fishbone Diagram

Source: (Ilie and Ciocoiu, 2010)

There have four stages in the fishbone diagram, which help to identify the process of the problem finding and define the solution categorizations. In this stage, the problem is many, but the answer is few according to operating fluctuations.

Identification of the problem: This is the first stage where the complex problem is identified from different sources. Without identification, the solution is not made in the form of a structured way (Chang, 2015). Catwoe helps define the problem in the particular organization by using these analyzing forms. In the paper, there need to write right on and define the problem from depth valuations. In this stage, there will define the understanding form of action in the process, and customer action in the process of the complex situation, employees' perspectives.

Work out the primary factor involved: This is the second stage of the fishbone diagram, which defines the factor of the problem. The problem carries different factors which determine hints from the crucial management; for searching factors to the problem, there need to use of the Mckinsey 7S framework and 4P of marketing. By these formulations, the factor of the problem will be identified and managed structure (Ilie and Ciocoiu, 2010). The factor may be a system, external forces, equipment, and people who are involved with the problems.

Identify the possible causes & analysis the diagram: In the third stage, there need to search for the possible causes of the problem with different instructions and regulations. By using brainstorming, the possible causes are identified here, and create new possible evaluation forms (Chang, 2015). In the analyzing diagram function, there need to investigate the causes of the problem and definite the observations.

4. An evaluation of alternative solutions to absenteeism to choose the most appropriate solution among these alternatives.

Employee absenteeism is the function that causes losses in the organization and has negative consequences. The evaluation of reducing absenteeism in the organization is different, and the aim of choosing solution are significant. The aim needs to be specific, and the alternatives need to be executed. Generating new ideas, tracking models, and setting effective models, are the solution to the proposed problem of the organization. The organization must overlook the solution and problem or the alternative and main solutions.

Offering flexible working options: This is the alternative solution or reducing absenteeism for the employees in the organization (Reid, 2012). The employee can submit their plan easily on time. If the organization offers their employees work in a flexible place, then it would be more productive than before.

Fostering teamwork culture: If an organization increases teamwork future, then it will increase communication part and increase success (Markussen et al., 2011). It reduces the absenteeism of the employee, and employees feel comfortable in the workplace.

Rewarding good attendance: If the organization provides a reward to their employees for good attendance, then they will get motivated. Motivation increases the working activity higher than the regular one.

Address unsanctioned absence immediately: If the organization immediately addresses the employee's absence, it will be easy to correct the problem (Reid, 2012). It is the solution which improves the working positively better than before.

The most appropriate alternative solution is offering a flexible working option which increases the growth rate of the employees. Employees get a positive vibe from the organizational and the problem evaluation part.

These success indicators for measuring the decision's effectiveness are KPI, CSF, and data collection instruments (Markussen et al., 2011). There are some stages to implement the decision: identify the decision, gather information, identify alternatives, choose effective alternatives, take action, and see the consequences.

Conclusion

There have defined problem-solving and decision-making process valuation, which is important for the sustainability of the organization form. There have defined so many forms of problem-solving and alternative approaches. The first stages have defined the nature of complex problems and their impact on a complex problem in the organization. By utilizing primary and secondary information, these functions are identified. There have defined the Pestle analysis form or the problems solving contribution. Moreover, there have defined the fishbone diagram and absenteeism alternatives. In addition, there have also defined the plan for decision-making approaches.

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