



Subject: Problem Solving &
Decision Making
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Define The Problem

Underpaid

People who are underpaid are not paid enough for the work they do.

Women, especially are often underpaid for the work they do.



The Overall Performance Of The Organisation

- **Continued Delivery Of Strong Financial Performance**

Earnings per share of 19.28p, up on H1 2021 (17.78p) Legal & General (2022)

- **Growing Contribution To Our Five-year (2020-2024) Ambitions**

Cash generation of £1.0bn, up 22% year on year. Capital generation of £0.9bn, up 14% year on year. (Legal and General, 2022)

- **A strong and resilient balance sheet**

99% investment grade £73.2bn annuity bond portfolio. (Legal and General, 2022)

- **Long-term, growth-oriented, and highly synergistic business model**

Long-term and predictable value creation: 40-year duration business with returns driven by a growing stock of assets (Legal and General, 2022)



Nature And Impact Of Been Underpaid

- **Poor Performance**

Employee who feel valued and appreciated are motivated to do their best work. (Terra Staffing Group, 2019)

- **Low Morale**

One discontent employee can have ripple effects throughout an organisation. (Terra Staffing Group, 2019)

- **Lack Of Allegiance**

An underpaid employee may take a desperate attitude. (Terra Staffing Group, 2019)



CAUSES AND EFFECT ANALYSIS OF THE UND ERPAID

- **You Work For The Wrong Company**

You may be in a career and position you love, but the company just doesn't value its employees.

- **You Are In The Wrong Position**

You know that your current employer generally appreciates employees and tends to pay well. However, your position may not earn the salary you have in mind.

- **You Are Not Adding Value**

You can add value to a business or employer based on the value of the problem you solve.



Causes identified through PESTEL analysis

- **Political Factors**

This may include government policies, political stability or instability, corruption, foreign trade policies, tax policies, labor laws, environmental laws and trade restrictions.

- **Economic Factors**

Economic factors are determinants of specific economic performance. Influencing factors include economic growth, exchange rates, inflation, interest rates, consumer disposable income and unemployment.

- **Social Factors**

These factors are especially important for marketers when conduct specific customers.

Alternative Solution To Underpaid

- **Long Service Leave**

Miscalculation of long service leave.

- **Time earnings**

Super that does not pay normal income.

- **Award**

This can happen when an employee is upgraded to a bonus level, but their salary is not updated to reflect this.

Implementation Plan

- **Define goals**

Is been able to know what is really want to achieve.

- **Assign A Task**

Been able assign a task to individual team members

- **Allocate Resources**

Been able to make resources available for the implementation of the project.

References

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