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Introduction

This report aims to examine in detail a specific problem in the practice of the organization, to present its causes and consequences. The information on the identified problem should then be analysed to assist in the decision-making process. The report also presents several solutions to the described problem, together with the development (Paul Arthur Kirschner, 2017) of a plan on how to implement these solutions in practice using appropriate techniques and monitoring. In conclusion, the main ideas of the report will be summarized in order to draw the relevant conclusions.

1. Definition of a complex problem in the workplace including its scope and impact

The ability of problem solving has been at the heart of human evolution for thousands of years. It refers to the techniques we use to comprehend what is occurring in our environment, identify aspects of it that we wish to change, and then determine the actions that must be taken in order to achieve the intended result. Problem solving is the origin of all new innovations, the driving force behind social and cultural development, and the foundation of market-based economies. It serves as the foundation for ongoing development, communication, and learning opportunities (Kelly, 2016).

Problems are simple to identify, but finding solutions is not always that straightforward. To create a successful paper, you must first spend some time organising your thoughts and ideas. It will walk you through the process of getting your thoughts ready to write in a step-by-step manner. By the time you have completed these exercises, you will be able to compose your paper with ease and much more rapidly than before.

One very common problem in the workplace in the end is a postcoid problem, which is that due to the onset of lockdown, many businesses have laid off part of their employees. Today, when businesses are slowly starting to start working

again, available employees are complaining of fatigue and more hours of work, while their salaries are falling. This leads to a serious lack of motivation to work.

2. Analysis of the information on the identified problem to help inform the decision-making process

These are difficult times and a real test for the staff, professional character and resilience. With so many different working conditions, the only thing I can say that is common to our survival is to remember that the whole world is going through this and to have empathy and understanding for colleagues is vital (Paul Arthur Kirschner, 2017).

After the slow and gradual exit from the lockdown, more and more businesses are trying to cope with the situation of the new normal. However, they have already suffered very large financial losses, as well as a significant part of their usual staff. After such a long pause in activity, even more effort is required than was needed before the pandemic. The work that needs to be done is more and harder, and companies have less money, time and staff.

Therefore, the available employees will have to work more hours and work harder than usual (Kelly, 2016). On the one hand, they have stayed at home for a long time and have lost their work habits, on the other hand, the real workload has increased. Also, the lack of adapted remuneration reinforces the feeling of lack of motivation. Thus, they do not have the strength and desire to work conscientiously and achieve high results.

3. Propose a range of alternative solutions to the problem

Businesses face a major challenge, with a lack of sufficient financial and other assets to find an approach to regain the strength and motivation of their employees. Unfortunately, there is no universal recipe for this, and you can make a

complex of a combination of several techniques, which once combined to lead to the desired result.

It would be a good idea to look for external financing options from banks or government institutions to invest in recovery projects. Concerning specific measures, consideration could be given to recruiting new staff to be trained on an accelerated basis in order to be able to help current ones more quickly and to allocate commitments. On the other hand, it can be examined whether it is possible to redistribute the work process so that at the beginning of the work shift to perform tasks that require more effort or concentration and as time progresses, employees perform more and more ordinary tasks (Kelly, 2016). And in addition, you can consider additional benefits such as food vouchers, purchases, or free home cleaning for company employees. In this way, they will have the opportunity to rest more fully and perform their duties more efficiently.

4. Evaluation of a range of solutions to identify the most appropriate option using a decision-making technique

When evaluating a project, it is seldom as straightforward as asking, "Did it work?" This is because the kinds of issues you are working on may be complicated, with numerous contributing variables, stakeholders, and success criteria to consider. As a result, the more fully you describe your issue, the less difficult it is to assess it, since your description serves as a starting point for comparison, with the final evaluation serving as the last stage in a continuous process of performance measurement.

The proposals made at the moment are purely theoretical and before moving on to action should be carefully studied by a team of experienced professionals, who, however, can come up with an adequate solution as soon as possible to avoid increasing time losses, efforts and resources. It is good to consider whether it would be a better idea to implement these or similar ideas separately, or whether they would work better if implemented in combination to achieve better results.

When it comes to solution evaluation, the procedures to verify a whole solution or a part of a solution that is going to be deployed or has already been implemented are included. The effectiveness of a solution in meeting the business requirements stated by stakeholders, including providing value to the consumer, is determined via evaluation.

5. Development of a plan for implementing the solution

Implementation is the process of putting into action the process improvements that have been created during the project's lifespan. In every implementation, there are many important aspects that are largely concerned with planning: planning the work, planning the tasks and subtasks, planning the time, and planning the people and resources involved. To these planning components must be added an understanding phase; that is, knowing the "why" of the project as well as comprehending whether or not the project was successful.

In order to properly implement a plan that includes a combination of three different approaches to increase motivation in the workplace, this must be done by a team of specialists who will carefully test and analyze the plans and the consequences of combining these three methods (Wilson, 2020). Even if they are appropriate and well combined, they should be applied very carefully in practice, as even the slightest mistake in the approach and technologies with which these technologies are implemented can lead to failure. That is why the monitoring of the plans and the overall activity of the business is very important.

6. Communication of the plan to stakeholders

It is the responsibility of communications management to keep everyone informed. It is important to define the kinds of information you will provide, as well as who will get it, the format in which it will be delivered, and the time of its release and dissemination, throughout the communications planning process. In fact, communication accounts for 90 percent of a project manager's work (Wilson, 2020),

therefore it is critical to ensure that everyone receives the correct information at the appropriate time.

The first stage in developing your communication strategy is determining what kind of communication your project's stakeholders need in order to make informed choices. The communications need analysis is the technical term for this. The material generated by your project will be extensive; you do not want to overload the people involved with it all at one time. It is your responsibility to determine what they consider worthwhile. Communicating important information does not necessarily imply painting a rosy image of the situation. It is possible to communicate positive or negative news to stakeholders in the same communication. The idea is that you don't want to overwhelm stakeholders with information, but you do want to provide them with enough information to ensure that they are well educated and can make proper choices.

7. Assessment of an appropriate monitoring and review techniques to ensure successful implementation of the solution

Throughout the course of a programme, a monitoring and evaluation (M&E) plan is a document that is used to track and evaluate the outcomes of the interventions being implemented. It is a live document that should be referred to and updated on a regular basis to ensure that it remains effective. While the details of each program's monitoring and evaluation plan may vary, they should all adhere to the same fundamental framework and include the same essential components as one another (Wilson, 2020).

Several papers will be included in an M&E plan; some of these documents may have been produced during the programme planning phase, while others will need to be created from scratch. It is possible that important stakeholders and/or the programme donor have previously contributed to the development of components such as the logic model/logical framework, the theory of change, and monitoring indicators. The monitoring and evaluation plan takes those papers and creates a more detailed strategy for putting them into action.

The development of a monitoring and evaluation strategy prior to the commencement of any monitoring activities ensures that there is a clear plan for what questions regarding the programme need to be addressed. It will assist programme staff in determining how they will collect data to track indicators (Greiff, Holt and Funke, 2019), how monitoring data will be evaluated, and how the findings of data collection will be communicated both to donors and internally among staff members in order to enhance programme performance. Remember, M&E data alone is not valuable unless and until it is put to use by someone! It is important to have a monitoring and evaluation strategy in place to ensure that data is being utilised effectively to make programmes as successful as possible, as well as to be able to report on outcomes at the conclusion of the programme.

Conclusion

In conclusion of this report, the main ideas in it can be summarized. A serious problem is presented to a large part of the businesses at the moment, worldwide, which is related to the lack of motivation to work for employees when returning to work after the lockdown caused by COVID19 (Greiff, Holt and Funke, 2019). The problem itself, its causes and consequences have been studied. Options for dealing with the problem are discussed, assessing several alternatives and how to implement them in business practice and how to properly communicate with company management in order to achieve effective monitoring and success of the entire problem-solving program.

A candidate's ability to solve issues is a valuable analytical talent that many companies look for while examining application forms. However, companies in the engineering and legal sectors, in particular, are more likely to seek for candidates who have shown competence in this specific skill set. Therefore, inquiries regarding your problem-solving abilities are often asked in job and interview situations.

Reference list

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