

Problem Solving and Decision Making
(BMSW4004-LON)

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Table of Contents

- Introduction
- Analyze the Problem
- Solutions to the Problem (PMI Methods)
- Implement to the Solution
- Solution with Stakeholders
- Monitor the Solution
- Conclusion
- References
- Appendix 1

INTRODUCTION

My name is Javad Khorramipour Khoshdaregi and for many years I was employed as an athlete handball player for the Iranian federation.

As an international professional handball players, the team was **underpaid** as a profession by the sports and education ministry. This serious underpaid to all those playing handball caused serious financial implications for all players and their families.

Also, we were seriously discriminated against by other sports professionals and the sports ministry in Iran. This made us feel we were of no important and of little value to them.

Another factor that we had to address and deal with was corruption, so all these factors contributed to us being underpaid and discriminated. Another issue that come to light and was liked to underpaid and discrimination ets was the sports ministry were connected to other professional sports such as football and volleyball.

As a professional handball player in Iran, I was considerably more successful than other professional players such as football and volleyball. But I was paid much less each mount than others and discriminated by them more.

In this report I am going to talk about the issues I experienced in Iran of underpayment, also how it affected myself and the rest of handball players.

Also, I intend to analyze the problems and solutions to the problem and find the best solution I can for these problems and make a decision as to the best way to solve these issues.

In addition, I will describe how I intend to **implement** my decision and talk about **PMI methods** and continuously monitor the situation as well as solution **with stakeholders**.

ANALYSE THE PROBLEM

We all believe that low salary is one of the main problems that employees are facing every day, especially when there is discrimination. As a professional athlete, I had a lot of problems with low salary, especially when I saw other sports that make more money than I do.

When I compared myself to other sports in terms of Olympic title, Qualification, experiences, it was so obvious that I was paid very much less than others. Also sports in my country are very political and you are asked what to do and what not to do!!.

I was more concerned and disappointed once we attended the Olympic games and I got the Olympic silver medal, however there was a rule that first place can get 150 gold medals and second place 100 medals and third place 50 medals, but later on I noticed that I was given 50 gold medals by the sports ministry.

I would simply say that all those medals' gold was stolen from me and all my teammates by poor management and not finding the right solution.

All these above issues had affected me very negatively in my performance and also in my personal life along with my family as all the love and effort I was doing before was no longer important to me, so I just wanted to finish my job but not in a good way.

Very soon after all those achievements that I and my friend brought for my country, international team and clubs was no longer to get a small title in Asia let alone in the world.

We had asked them many times to get us well paid by doing some simple things which I am going to explain what they could have done for us to sort out the underpayment. Then not only did they not listen to us but totally ignored us!!.

SOLUTIONS TO THE PROBLEM

There were many solutions to these problems that they could have done to increase our wages, which I will point out them and what I would have done if I was in their place .

I believe finding the right solution for any problem is to make a good decision . In fact, this is what this module is all about.

If I would have been in their place, I would have considered so many way to solve this problem. The first thing that I would have done, would have been some strong **sponsor** for our sport. This simply means by getting some sponsor in sport especially for sports clubs is that the sponsor pays a large part of the teams' expenses such as (all tickets, staying in hotels, food, travel, clothes) ets.

This would save some money therefore wages can be increased significantly. Also, the sponsor sometimes sponsor can pay for half of athlete contract .

A second thing that I would have done is to transfer some athletes abroad. By **transferring** for example, a player abroad you can earn a lot of money this way, so I could have increased the wages significantly.

The third thing, that I would have done is do some advertising on **TV**. this is true that you have to pay for TV, but in return many sponsor are attracted to the sport, and you can get a lot of money from them and then I could have put it in athlete salary to motivate them and increase their performance to achieve the highest honors in line with the goals of the company's (sponsors) and sports ministry.

THE BEST SOLUTION FOR THE PROBLEM

As I have founded 3 solutions for the problems that I could have done if I was in their place now, I am going to examine one of my solutions which is better than the other two by far.

The **PMI** methides allows me to examine from multiple perspectives and examine the advantages and disadvantages of the solution. The table PMI stands for 'plus', 'minus', and 'interesting'.

In the 'plus' part I am going to talk about positive aspects and for the 'minus' I am going to talk about negative aspects and finally for the 'interesting' I am going to explain what is interesting about this idea.

In this table I am going to examine getting a sponsor and what is the advantages and disadvantages and interesting about sponsors.

PMI

GETTING A SPONSOR

PLUS	MINUS	INTERESTING
Able to get lot of money	Hard to find a good sponsor	Are they going to pay to player and stuff on time?
Attracted other sponsors to get involved	Convince them to stay for long time	Are they going to keep their all commitments?
Increased of players wages		Are they going to found easy?
Increased rewards		
Pease of mind for the player		
Help to improved the sports(league) and internationals teams.		
6	2	3

As we can see , we have an excellent understanding of the situation **with PMI** technique, and we got a very clear idea about all advantages, disadvantages and unanswered questions concerning the idea I have analyzed.

I believe PMI is an incredibly effective method for judging anything in a structured and adjective manner so looking at an idea from more than one Engle and led us to get a better decisions.

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Implement to the solution

As I examined 3 solutions for the problem with PMI method, getting a sponsor is the sensible way for that problem that if I was on their place, I would have done it.

To implement the solution, the first thing is to find the sponsor. Finding a good sponsor always is not straightforward and it can be very complicated.

After finding the sponsor you need to communicate with them. There are many ways to communicate with them which the best way of them is to talk with them face to face and attracted them on your club or team.

To convince them to invest on sport and especially your club so you need to give them a big picture of the desired sport that they want to invest into it.

To get done the job, you need talk about all advantages and what benefit they are going to get in the short term and long term. Because all sponsor are looking for profit, so they don't want to loss any money on the contrary, very keen to get lot of money.

As a result, wont interested in your sport unless it should have an economic aspect for them, so you need to assure them and pursued them by reasons and evidence.

For example, talking about **ads** on TV is one of the best solution to convince the sponsor. Although they have to pay for every second for ads on TV but, this can introduce their products and goods through your club to people and get too much profit from this plus they have a team in league.

Also, they can have ads on buses all around the cities and city signs to show people that we support your team to get people attract on their product.

Now days, advertising by far is the best way to get know your busines and increase the sell short term. Therefore, you have to take a advantage of this and all the time make it big for them and talk the importance of advertising through sports.

Advertising through sports is very important because, people in most countries of the world love sport so that no advertisement can be more effective and seen that advertising through sports.

SOLUTION WITH STAKEHOLDERS

First, what is a stakeholder?

Any group or individual who can affect or is affected by the achievement of an organization's objectives (freeman 1984).

A stakeholder is any group or individual with an interest or a stake in the operations of a company or organization-anyone who can affect or be affected by its activities.

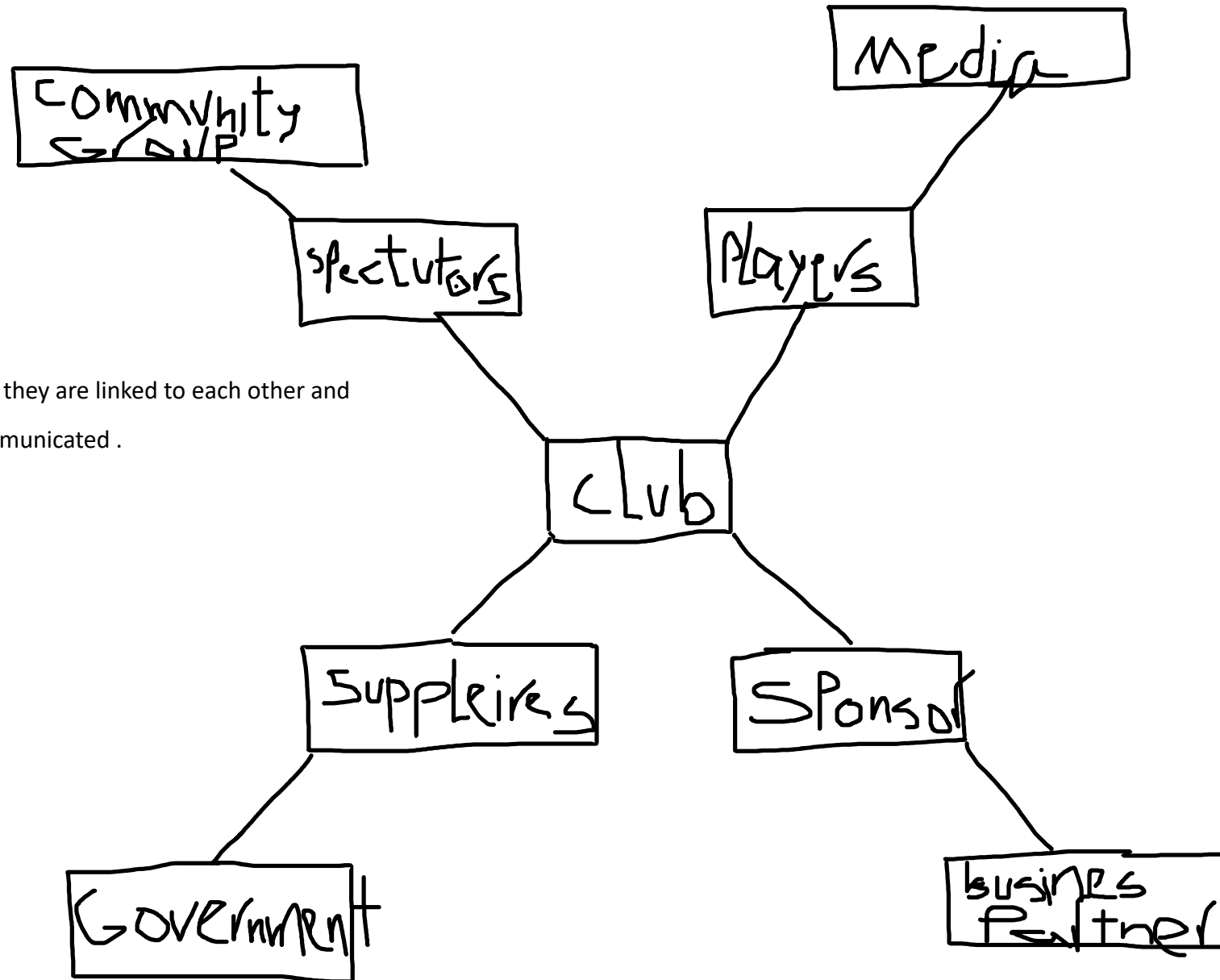
To solution with stakeholders, we have to identify stakeholders and assessing their influence and, how they are impacted to the club. I believe with identifying stakeholders it make me to anticipate issues and gain the support of the most influential stakeholders to led the team(club) to achieve the goals in short term and long term.

The primary stakeholder for the club(team) who the most influence and very vital are audience, **players, suppliers, employers, sponsors(investors), government and the community.**

The secondary stakeholder are those who may affect relationship with primary stakeholders such as : **busines partner, competitor, government and various media.**

Now that it has been determined who is the primary stakeholder and who is the secondary stakeholder which is vital for the club(team) now o am going to draw a map and will show you how it is work.!

STAKEHOLDER MAP



- ❖ It shows how they are linked to each other and how they're communicated.

In this diagram it is very clear what is going on and who is the main important for the club and how they are linked to each other.

The players are in fact the most important after club in this chart, who gets their salary from club, and then spectators(supporters club) help the club a lot by buying tickets, so that they can have a close link to the community group.

After that suppliers can work with government to set help from them, and shareholder(sponsor) can work with business partner so that inject money into the club.

The players can bring a lot of income to the club by advertising in the media as well as sponsor by advertising in TV can introduce their product and sell well in the interest of the club goal and themselves.

As we can see this diagram shows that everyone are linked to each other, and they can help each other in the interests of the club goal and specially themselves.

MONITOR THE SOLUTION

Monitoring the plan must not be confused on the contrary it should be very straightforward.

Monitoring the plan helps to ensure the solution is being implemented as expected. In order to monitor the solution that I have already explained I believe I have implemented everything's correctly, and each step has been implemented on time and the outcome would be as I have expected .

Of course, more time is required for all those solutions and more tasks required as well as more resources required and also a lot of action needs to be taken in the future for the best result however the plan that I have provided , it's been realistic, and I strongly believe it works not only in the long term but in the short term.

CONCLUSION

In conclusion problem solving and making the right decision is essential.

In order to make a good decision we have to analyze the issues objectively. Analysing the problems is the most crucial part of solving a problem because if you do not analyze well, you won't be able to come up with an effective solution.

The solution to the problem can only be found by looking at more than one problem solution. For instance, I have founded using PMI (plus, minus, interesting) method to find out about the strength, weakness and implementation.

This provides you with a full picture of the possible solution. In sports to implement a solution is not always easy because firstly you need to convince sponsor and give them a full picture of the sport and what benefit are they going to get and what is in it for them.

After you could convince them, you need to make sure they are going to keep their obligations and commitments and are they going to support you for a long period of time and also are they going to pay on time to the player and stuff so as we can see to implement the solution can be sometimes difficult because there are a lot of uncertain possibilities.

To monitor the solution, we need to make sure each step has been implemented correctly and on time as well as the outcome would be as we have expected.

Overall, I would say to find the best solution for our problem and making a good decision we have to examine and analyze several solutions and methods such as PMI and take each step very seriously to come up with a very good result.

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APPENDIX 1

1. My salary does not meet my qualifications and skills and compared to other people with the same skills and experience, I get paid very little. Can you please help me with this?
2. I am Muslim and they don't respect me so much and on Ramadan month they put lots of pressure on me . Can you assist me please?
3. The manager of my area not only co-operate with me but he delegate most of his work to me so that I can not finish my own job. Would you please explain me this?
4. I have been working for this company around 2 years but yet, I have not received any bonus and reward to encourage me to concentrate to my job more than ever. Could you please take this into your consideration?