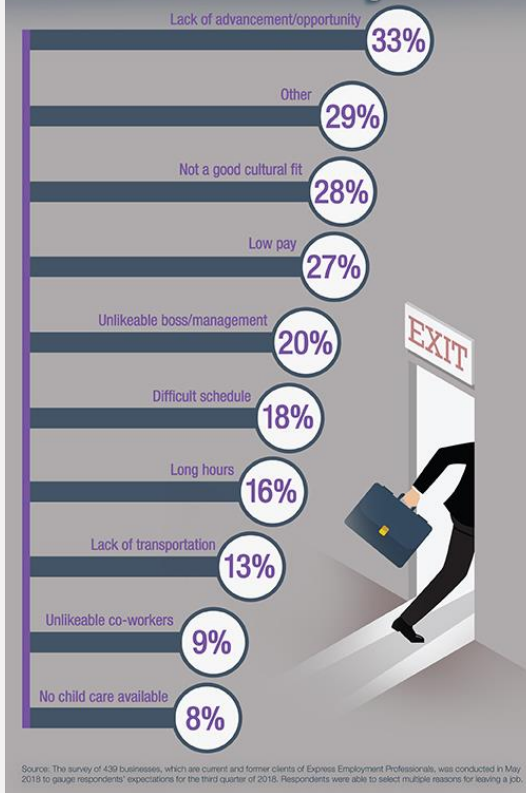




No Room for Growth

- Problem Solving and Decision Making (BMSW4004_LON)
- Yoanna Uzunova (2124312)
- Lecturer: Laila Surani

What causes **EMPLOYEES** to leave a job?



Define problem

- When a person believes that the employer does not value them or when there are no incentives for job advancement, it is simple for them to get disengaged from their work. There is little incentive for a person to perform well at their positions if they believe they will never advance within the organization and work toward a different function than the one they currently hold. Employees are more likely to work harder and take pleasure in their work when they believe they are making progress toward something greater.

Problem solving steps



Identify the problem.



Finding the cause.



Brainstorming solutions.

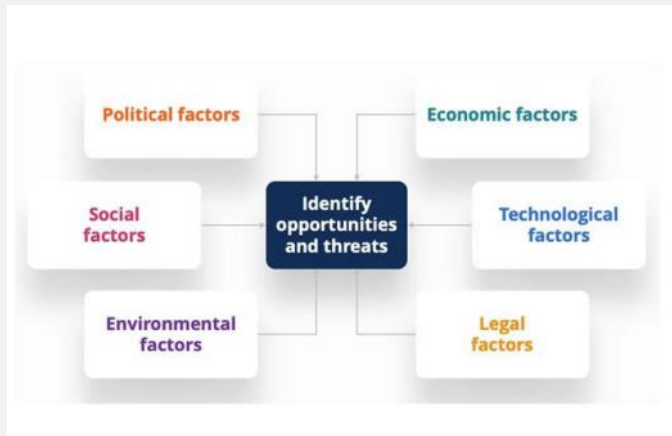


Implementing a solution.



Evaluate results.

PESTLE analysis



- Political:
 - Political sustainability.
 - Government initiatives.
 - Laws.
- Economic:
 - Economic expansion or decline.
 - Earnings and inflation.
 - Regional or general unemployment.
- Social:
 - Level of education.
 - Cultural expectations and norms.
 - Views on careers.

PESTLE analysis

❑ Technological.

- Mechanization, robotization.
- Technologies and innovations.
- Technology knowledge.

❑ Legal factors.

- Changes to the law that influence employment.
- Both data security and privacy.
- Laws relating to discrimination.

❑ Environmental.

- Factors affecting the environment.
- Nature and natural resources.
- Rules for environmental protection.

Evaluation and solution

- Lack of assistance and communication.
- Unmotivated and disengaged leaders.
- Insufficient career development.
- Attention to each employee.
- Good feedback and evaluation.

Implementation of the chosen solution

- Interaction between the management and the employee.
- Employees' health and welfare are top priority.
- Encouraging ongoing development and expansion.
- Flexible or remote working.
- Employees need to learn to recognise their vulnerabilities.

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