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Section 1: Introduction

The rising cost of living has been front and centre in the media, and as a result, millions of British employees and families are in the midst of a financial crisis. In reality, one in five Britons are now suffering or unable to make ends meet, according to a YouGov poll, and 66% of British adults say their cost of living has grown over the previous month.

In the United Kingdom especially in Metropolitan city as London, the increase in living costs, transportation, and rent has affected employees that are travel to work on a daily basis. The TFL (Transport for London) has registered an increase of the 4.8% among all the different services (Bus, tubes, underground, train and railway) and the price of the fuel has gone up around 20%.

The increase is a reflection of the continued rise in global wholesale gas prices, which began to surge as the world unlocked from the Covid pandemic and have been driven even higher to record levels by Russia slowly switching off gas supplies to Europe. The rise in global wholesale gas prices began as the world unlocked from the pandemic and began to surge as the world unlocked from the pandemic.

Section 2: Definition of complex problem

The Employee Alin Bariz is working for the Company Sports Ingredients for over a year now, Alin has been hired on 31/05/2021 with no experience in the Operation department with the role of Supply Chain officer.

The Company was fully aware of the unexperienced employee, but they still hired him because Alin was very inclined and love to start working in the operation sector as part of his future plans, besides the fact he was fully aware of the long distance and commute that he was going to face to travel to the office. Alin started with a basic salary wage of 24K yearly, after 6 months he received an increase of 4K per year and then right after 6 months at 1 year of employment has received a further increase of 2K yearly going so on the basis of 30K per year. The Company Sports ingredients have fully acknowledged the hard work and the great progression of Alin over the year, and recognised him as a model employee that made such a big effort and achieved big goals in a very short time, bringing good value to his department and therefore as such: Sports Ingredients has decided to up his salary substantially over the year time.

Alin in the last six-seven month has faced serious issues on how to afford the life cost increase and public transport are one of the main problems, the employee at the moment is living over 12 miles away from the work location as it is based just outside London and the travelling commute is taking just slightly over 3 hours and cost almost 20£ per day. The monthly cost to London for Alin is costing 360£, this is strongly affecting his living wage and not being able to enjoy his social life after work and comply with home responsibilities.

Alin at the moment is living in a very hard situation because he is thinking to move closer to the workplace in central London but has been mindful at the same time of higher rental costs but less costly transport and a shorter commute. He is evaluating also a second option of possibly quitting the job and finding another company to work for with a role in the same field that could possibly require a year or so experience but to be closer to his current living location.

Section 3: Analysis of the complex problem

As the cost of living keeps going up, employees have never had it so tight with their money. Even though pay settlements went up by the most in a decade, they aren't keeping up with inflation. On top of that, energy, public transportation, gas, and food bills are going up, and the price of food hit its highest level in 13 years last month.

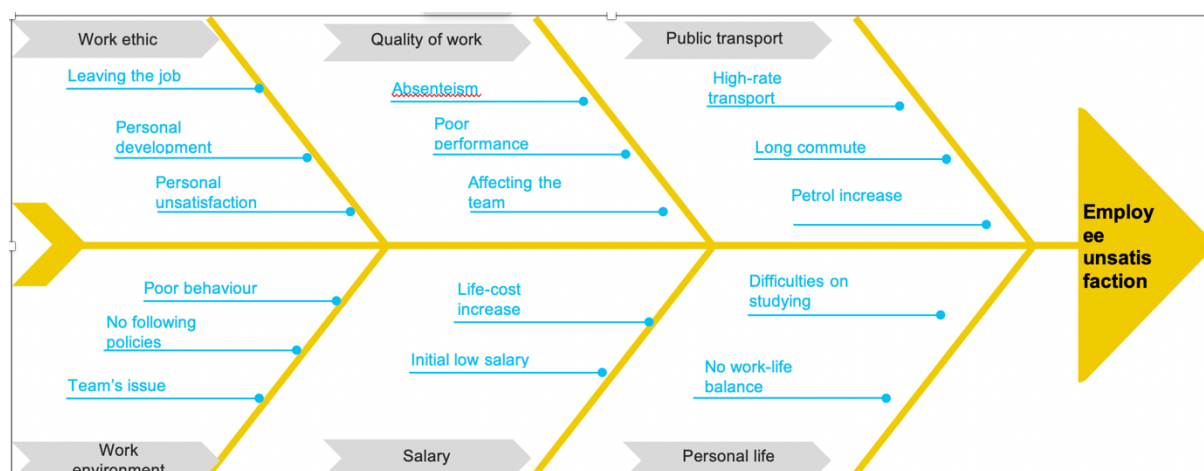
Inflation in the United Kingdom hit a 40-year high in April 2022, continuing a trend seen since our last report. CPI (Consumer Price inflation) crossed 9.0% year-over-year in the 12 months ending in April 2022, up from CPI growth of 7.0% in March, due to the ongoing difficulty of dealing with higher fuel and food costs. As a result, Consumer price inflation for all urban consumers, which includes the cost of housing for both renters and owners, increased by 7.8% in the year to April, up from an increase of 6.2% in March.

If an organisation is unable to help ease concerns about the expense of living, it runs the danger of having a workforce that is disengaged and distracted.

Employers are aware of the financial pressures their employees are under. A survey of more than 500 HR decision makers by the group risk protection sector body GRiD found that 50% feel a greater responsibility for their employees' financial well-being, which means that in the other side we have another 50% of employers are aware of the struggling condition there are living with.

For analysing the issue from the bottom and understanding all the possible causes we have drafted internally a fishbone diagram.

A fishbone diagram is a visual way to sort the possible causes of a problem into groups. This tool is used to find the real causes of a problem. A fishbone diagram is usually used to figure out what went wrong. It combines brainstorming with a type of mind map template.



A second technique the management consultant has used to analyse the problem faced by the employee is called PESTEL analysis, this is a common way to look at the business environment in which a company operates. In the past, the framework was called a PEST analysis, which stood for Political, Economic, Social, and Technological. In more recent times, the framework was expanded to include Environmental and Legal factors as well.

Political factors	Economic factors	Social Factors	Technological factors	Legal factors	Environmental factors
. Brexit has caused lack of staff in the market. Higher exchange rate	.Inflation life cost .Fuel increase	.Employee not based close to the work place. . Lack of social life	.Software development aim to reduce personnel coming to the office	.Initial low wage contract.	.During pandemic employee have been redundant in the previous work. .Long commute

Section 4:Evaluation of viable solutions

As Management consultant for Sports Ingredients we have reviewed the case study internally with the management and HR department, we have clearly established after an internal investigation and reviewing the ongoing issue that the fact that the employee is travelling 5 times per week from the office to home is affecting particularly economically and mentally as well, causing a lack in his social life and his studying. Therefore, Sports Ingredients has come up with a few different solutions offering a few days per week to work from home and a little salary increase in order to try to meet the employee needs:

Option 1

Offering Salary increase to 32K yearly with two established days working from home per week based on meetings and duties to fulfil.

This option will be giving to the employee a bit of multiple benefits with a salary increase for covering the extra cost faced due to the increase of transport, less travelling to the office and more time for himself.

Option 2

Offering salary increase to 33 K yearly with no working from home.

The option has been focused from Sports Ingredients on just a good salary increase but with no option of working from home, the employee could be start looking for an option to move closer to the office.

Option 3

Offering the same salary at 30K per year with 5 working days from home, to review every 6/12 months

This option has been evaluated from the Company in order to offer to the employee a full control of his work from home, avoiding long commute and saving money on transport.

Section 5:Developing a plan for implementing the solution

Many things need to be done before a plan can be put into action. The Major study reports that many plans run into trouble between the time between making the choice and putting it into action. There is a tendency to exclude those whose work depends heavily on the outcome from discussions and analyses that lead to decisions. Facilitate accountability and a seamless transition to implementation by involving key implementation people early in the decision-making process. Employees are more invested in a project when they are given ownership over their roles and duties through negotiation rather than assignment.

Most employees get demotivated and perform poorly for the exact same reason as Alin because of the commute, no work-life balance etc... A meeting with Higher management for the employee will help him understand how much his role is important for the company, why it matters to an organisation, and what will happen if he is demotivated at work and not enjoying his job.

The goal is to make the employee satisfied with his job and salary, have a good life balance avoid long commutes, trying to come across his needs financially and mentally.

Giving the employee a bit of both a salary increase and options to work from home for a few days per week the employee should enjoy more his job and save some extra money for his living.

The implementation plan for Sports Ingredients will be to deliver to the employee enough sustainability in order to have a good life balance

The line manager will schedule a meeting every quarter to see whether the employee is happy with his new working conditions and if there would be anything that could be addressed to the line manager during the timeframe, any feelings, reviewing performance, personal satisfaction.

For this reason the employee, it will be given the Employee Engagement Survey to fill and the line manager conducting a performance review every six months for the first year only.

Action	Implemented By	Revision Date	Approved By	Approval Date	Reason
Employee engagement survey	Line Manager	09/01/2023	H&R	11/01/2023	Previous lack of motivation
Performance review	Line Manger	09/03/2023	H&R	11/03/2023	Inconsistent performance
Monitoring life inflate	H&R	On going	H&R	Every six months	Cost-life increase
Monitoring employment rate in the market	H&R	Ongoing	H&R	Every six months	Ensure employees have a competitive salary in the job market

Section 6:Stakeholders communication plan

Every person in charge of coordinating a project needs to have a Stakeholder Communication Plan, which is also known as a matrix in some circles. This plan will assist in ensuring that the needs of all stakeholders have been considered and will be met. In order to help outline expectations for the communication points that will take place throughout the

processes and milestones of the project, a stakeholder communications plan can be of great assistance.

Stakeholders	Power/interest	Benefit/issues	Method of communication	Frequency	Comments
Owners	High	Offer enough substantiality to the Employees	Office meetings or videoconference call	Every six months	
Managers high/medium range	Medium-high	Providing a good strategy for the department	Office meeting, reports, emails	Daily basis	
Employees	High	Ensuring targets are met	Office meetings, reports, emails	Daily/weekly basis	
Clients	High	Meeting client expectations	Emails, calls, site visits	Every 3 months	

Section 7: Conclusion

As a conclusion of the case study and doing research in the actual market, we can understand that employees nowadays with a lower salary than 30K are really struggling at the moment with the cost of living in the UK, the downhill has started with the Brexit, which, unfortunately, didn't help much and many affecting many factors in the market, from trading to exportation, to lack of staff in the job sector.

The War in Ukraine at the moment is causing worldwide disruptions to trade and investment, hitting the auto market in Europe, as well as affecting food consumers, fuel, gas, and energy. The solution for the employee Alin Bariz it will be effective from the current month, so his salary increase will be applied right away and with whatever working terms he decides to go for it applied immediately.

The Company as per the implementation plan will be monitoring regularly the job market and will be ensuring that always their employees which are basic salaries, are in line with what other companies pay for the actual role being so always competitive and avoiding hiring employees with a long commute, unless of possible relocation from the candidate.

Sports ingredients goal is to offer their employees the right sustainability and be able to separate their work life from their personal life, that's why the company is able to offer their employees the option to work from home with no need to travel to the office for a few days per week. Especially for employees which are spending long hours in transport that time could be potentially invested in work or free time for themselves.

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