

6007 proposal

by Nadia Phillips

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BMSK6007 Project Proposal (Terms of Reference)

PROJECT TITLE	Consultancy Project <i>This MUST be YOUR project title</i>
STUDENT NAME & NUMBER	Nadia Phillips 1705457
Organisational issue / topic to be investigated including boundaries and the purpose of the investigation.	This project is going to investigate staff retention within the Wallich and reasons for leaving within the last 12 month. The charity is constantly releasing new vacancy posts throughout the Wallich.  1 Throughout the last twelve months the Wallich has experienced changes through coronavirus from an increase in referrals of people struggling financially and tenancy issues. This project wants to identify the main reason for people leaving and possible solutions to increase long term employment within the charity.  2 Acknowledging barriers • Lack of communication from employers and staff members making the role more difficult. • Resistance to change, are staff member resistant to change with all of the government legislations in safe guarding, tenancy legalities and so on. • Financial reasons, is the pay a reason for employees to depart • Change in career, potentially an opportunity for upskilling staff members • Too much pressure due to the amount of referrals • Lack of leadership- research in the leadership within the offices comparing leadership styles.
Why do you want / need to address the issue (problem, topic)?	The main reason is to recognise the percentages of staff retention, compare to previous years to research if the problem has worsened in the last twelve months with the pandemic.  3 The reoccurring job vacancies on indeed from the Wallich, is it a negative or positive perception of the charity from the public. Do the people leaving the Wallich have a negative experience and therefore damage the reputation from word and mouth. How many people have actually left the project for a specific reason, whilst identifying the people that have left the vacancy for another post within the Wallich. The Wallich is dependent on welsh government funding, donations and volunteering funds, this is detrimental to understand why employees are not staying within the charity as it is reapplying for tenders for the next four years. If successful the Wallich would need to tackle this issue to save time and money on factors such as, applying for enhanced DBS, extensive training, resources such as laptops set up, phones given out and personal alarms given out. All of this not only is taken out of the funds each time for all of the admin and IT specialities but the time it takes from other important duties if the employee then does not continue within the Wallich for reasons that could be

	solved.
What do you plan to accomplish with your project?	The accomplishment from this project would be to identify what has been outlined, the amount of people that have left specifically for another internal post compared to people leaving for an external post. Do people leave with a negative experience? To discover findings that will eventually benefit the Wallich from a learning experience through this research. This research will go to the managers and area managers at the Wallich for reflection and a potential adaption to the findings, such as, lack of communication then potential essential communication training course for all team members especially at manager, leadership and team leader levels. The research will investigate areas of successes and areas that need improvement, the charity is applying for a tender that has many jobs at stake. In order to strengthen the tender, it would be extremely beneficial to identify the key issues to staff retention. Fundamentally the role of a support worker is to enhance stability and support for those that have financial and tenancy struggles, potentially people that are homeless, when being signed a keyworker it would be an advantage to these service users to have consistency from employees. This would be the main accomplishment from this research and identify in immediate effect and the address issues to ultimately keep staff within the project for the length of their contracts to enable the best support possible and reduce negative reputation from unsatisfied employees.
What research methodology will you use and why?	I have chosen the qualitative  method of research for conducting a series of eight to ten interviews with staff members that have resigned within the last twelve months; first I will have to issue data protection consent for this research to be issued in this project, with a verbal and written consent. In order to conduct the interviews it is essential it the people are taken from random in the last twelve months and also have some form of evidence such as voice recording or video recording for proof that there are no bias questions asked. The reason behind a range of eight to ten interviews is to address in depth questions rather than a tick box questionnaire in order to identify the issues in depth would be to have specific questions and have brief or extensive answers. The interviews will form either a collective of answers that all correlate or differentiate from individual experience. Secondly there will be a small amount of quantitative research in requesting managers and HR to allow access to percentages of employees leaving for internal versus external posts. This will be in numerical fashion within the project whilst having hard copy of evidence. With the initial consent from The Wallich to release this data within

	this research project.		
Ethical considerations This project will align with the ethical guidelines, everything is expected a signature of consent from either management or ex-employees. If candidates do not wish to have names, D.O.B, address or job role issued in the research then this is accepted due to data protection. There will be no service users names or addresses mentioned, if in the case a service user does need to be mentioned will be issued an alphabetical name such as “service user A”, in order to protect an deformation of character. The percentages, statistics or exact numbers of resignations will be conducted through the consent of management without mentioning specific names until written consent. Names will be from random and acceptance therefore there will not be any discrimination or bias from this research. This research is to identify errors within the Wallich of staff retention in order to create a solution for a stronger foundation and longer life vitality. FEEDBACK from the lecturer			
SUBMISSION DATE via Turnitin, by midnight on the		DRAFT FINAL	18 September 2022 22 September 2022
Lecturer name & signature		Date	

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GRADEMARK REPORT

FINAL GRADE

GENERAL COMMENTS

Instructor

 *A voice comment was left for this paper.*

4/100

PAGE 1

Text Comment. This MUST be YOUR project title



Comment 1

A brief overview of the organisation is needed what it does, its size number of employees location etc



Comment 2

Staff retention should be the objective. It would be an interesting area around which to base your research.



Comment 3

An example of the problem is the number of staff resigning over the past few years

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Comment 4

This would be a qualitative focus group strategy approach

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