

Small-business owner

Business



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Small business owner Imagine yourself as a small-business owner with 10 employees. Create a one paragraph memo explaining the training, evaluation, compensation, and benefits policy of your company.

NDANGIRA Co.

TO: All Employees

FROM: Hailey Kim, CEO Ndangira Co.

RE: Policies on training, evaluation, compensation and benefits.

We are pleased to have you working with our company. This memo mirrors the framework of the training, evaluation, benefits and compensation policies of the company. Your training will begin on Monday February 1, 2012 and will be piloted by your branch team leaders. At the end of your training week you will receive an evaluation form to complete and return to your team leaders. The annual basis salary conferred in your job contract will be paid in weekly increments. We currently provide health, pension and day care insurance as well as performance compensation.

2. With the same business in mind, create a motivational and labor-relations strategy. Please be as creative as you like.

Labor Relation strategy

A labor-relations strategy involves identifying the goals in labor relations that are desired by both the labor and the management. They could be picked out individually or jointly. A strategy to meet these goals will then be identified (Slaughter, 2008). This could be a collaboration strategy or compliance strategy, or a combination of both collaboration and compliance (Noe, 2007). Actions necessary to carry out that strategy will then be developed.

The task of a manager is to use employees to get things done. Hence, a

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manager should come up with an effective motivational and labor management strategy.

Motivational Strategy

As a manager, I would motivate my employees by rewarding appropriately for the time they dedicate to the company, offering annual pay increments (Christiansen, 1983) and showing appreciation through complimenting on a job that's been well done. Assigning a manageable amount of work to each employee would also motivate him/her to work well. Lastly, it's important to engage in casual conversations with employees and try to learn something about every one (Noe, 2007.)

References

Christiansen, E. T. (1983). Strategy, structure and labor relations

performance: Human Resource Management. Boston: John and Wiley.

Noe, H. (2007). Fundamentals of human resource (2nd ed.). New York: McGraw-Hill.

Slaughter, J. (2008.) Unions talk race as election nears. Retrieved from <http://www.alternet.org/election08/101999/unios/>