

Management plan



**ASSIGN
BUSTER**

Framing of the problem The problem identified here is the lack of recognition in a work place for the staff who pours out their efforts to bring out the best to the organization. As the saying goes " A small word of appreciation does miracles" any effort from a person needs to be rewarded irrespective of their education status.

Solution

The best solution analyzing all the possibilities is that she has to stay back in the same organization till she shifts to an organization where her hard work will be recognized or till the completion of her higher studies which is felt to be the main drawback.

Plan to implement: Evaluation of resources:

Quitting is never a good decision pertaining to this case; rather she can opt for a better opportunity. A winner never quits and he or she has to march towards their goal facing all the hurdles in life. Not all the organizations will have the same problem. But at this time she should develop an attitude to manage with the difficulties in the institution created by the higher officials. Since her educational status is primary requirement, she should enquire about different schools which can provide distance learning programs or evening colleges which will offer her the required degree. So that she does not loose the experience in the work and also completes her course in the ordained time.

Resistant management plan

In this present case she has to learn to cope up with the present situation of the organization. Parallel to this she should make every effort to look for an alternate; she should be prepared in mind not to look for rewards or recognition since she cannot get what she expects in this organization. The

time taken for accomplishing things for the decision she made will include time taken to shift to a new job (Full time or part-time) and as well as to complete her degree.

Evaluation of the success of the solution

a. The decision made will be evaluated on the outcomes of the decision. With reference to her situation it is obvious that she should make a decision with minimal risk or no risk. This present decision does not involve any risk factors but also helps her in achieving the necessary requirements. This is a principle centered decision based on the analyzed facts and will also lead to her career goals.

b. This can be evaluated using a Force field analysis. A simple chart representing the driving forces and restraining forces will help in analyzing the outcomes of various decisions. The decision made should align with the parameters of the various outcomes of the force field analysis.

c. Quitting the job will lead to financial strain, unnecessary risk and also will develop a pressure to find the next option. If she leaves the present job and goes to school, she has to depend on others for financial support. The major problem she is facing is the lack of adequate education qualification. So the best decision is to upgrade her in terms of qualification by being in the same job or some other job. Her present job can offer her the needed financial help and also valuable experience. Though she may face tough time managing family, work and school together, they will exist only for a short while till she acquires these things in life.