

# Case study blue grocery store essay

[Business](#), [Industries](#)



Through this study will provide alternatives to the status of personnel management of the first and second shift of the Blue Grocery Store, Inc. during the summer months. Analyzing the past situation of the company and how it has affected production levels of the mentioned shifts.

The intention is to maintain levels of high business effectiveness while providing a positive work environment for employees. Blue Grocery Store Company Inc. is a food distributor currently operates in three shifts. Mr. Arthur Reed is the supervisor of the first and second shift.

Mr. Reed has over twenty years of business experience and is well respected in the industry. Their situation becomes problematic in the summer months, when most of the staff wants to take leave and absenteeism increases markedly. This situation adversely affects the operation of the business. In the past it has opted for hiring temporary staff, but this causes problems because it has to incur additional costs. Moreover, the fact that wages are too low makes it very difficult recruitment in addition to these temporary places do not have any kind of fringe benefits.

Among the problems that can be identified are: not having enough preparation to grant the vacation summer season, not having a policy of corrective disciplinary action to counteract the tendency to absences during that time and labor-management conflicts caused by the attempt to recruit temporary staff to cover absences seats. Considering that this is a redundancy that occurs every year and management should have an action plan to work with this problem. Ahead of the situation is a very effective way to prevent it from becoming one affecting the operation of the company.

Clear policies on personnel management should be the first step to improving the situation faced by the employer and achieve both objectives: to keep staff working nicely and still meet the goals of the company.

Apparently the main reason for the problem that the company is the lack of effective planning in preparation for the summer and not have a clear policy on disciplinary actions taken for unexcused absences.

The company has several options to take courses of action to address this problem. You can choose to take disciplinary action with employees who do not meet established schedules, meet the demands of the union in relation to additional contributions when hiring temporary staff and continue to offer the holidays without a plan. This does not solve the problem and affect the production of the company. The other course of action is to implement the measures listed below and to help improve the situation of the company. The most important thing is to make employees understand that the holidays are a right enjoyed as such, but it is the discretion of the company to give your best convenience. Among the possible alternatives that the company has to solve the situation that affects you at this time are: 1) Establish an annual calendar of holidays which is established from the beginning of the year that people go on vacation during certain times of year and give monitoring so that it is fully complied. This agenda can be rotated each year to give opportunity to all employees to enjoy their summer vacation.

Of any conflict with the implementation must be clearly understood by means of rules to follow method to solve it. This agenda should be arranged so as not to affect the operations of the company, because it controls the

amount of people who will be out each month. 2) Set bonuses or incentives to employees who fulfill their attendance at work during the year. This bonus may be monetary or through gift certificates to stores or even certificates to purchase products directly from the company. This type of action will encourage the employee to leave and have no awareness of the importance of reporting to work every day. 3) The protocol must implement a progressive discipline that takes disciplinary measures employee who was constantly absent and who does not meet your schedule.

This protocol should set warning levels, which should start arriving verbal warnings to dismissal. This implementation shall be in accordance with the clauses of the collective agreement, not to be included therein will be negotiated to be included. Finally, the correction of problems affecting the Grocery Store Incorporated company would entail a little planning in human resource management.

The implementation of the measures we propose would involve no additional costs to the company, which will benefit their profitability and at the same time maintain a pleasant working environment for employees and increased productivity for the company.