

Case study analyze bob

Business



When he was 28, he was making more money than his father was has Job security, he have a nice retirement plan that will pay him a guaranteed pension when he turns 58. Nevertheless, Bob have no Job security.

He paying \$350 a month on my college loans and paying another \$250 a month on my credit card account. Bob also got 30 more payment on my BMW. Now his girlfriend says it is time for them to get married. He was very frustrated. He feels like the generation Exert got a bad deal.

We initially got great Jobs with unrealistically salary. We thought we would be rich and retired by 40.

The truth is we are now lucky to have a Job but we are not having Job security.

QUESTIONS 1 . Analyze Bob using the Moscow need hierarchy? According to this case study, Bob is a great example of the many people who are experiencing the very same lifestyle changes he has gone through.

For example, here we will be discussing how bob after graduating from college in 1996 resided in a great career earning \$80, 000 per year and due to how the many changes that are taking place in the workforce throughout America now earns \$44, 000 per year.

In addition, how the changes Bob experienced is in relations with Mason's hierarchy needs. The meaning of hierarchy of needs theory say's that a hierarchy of five needs exist such that as each need is substantially satisfied, the next need becomes dominant (Robbins & Judge, 2007). In the case with Bob, he started out great in life fulfilling his college needs, finding a great Job

<https://assignbuster.com/case-study-analyze-bob/>

and being in a great career and fulfilling his security needs thinking he was going to retire by the age of forty.

Through this, he reached what Moscow calls self-actualization in which he achieved the drive to become what he was capable of, growing, achieving his potential, and having self-fulfillment (Robbins & Judge, 2007).

Due to the timing in life of fulfilling each of Bob's hierarchy needs in which he did not have to struggle and learn the survival to skills to make end meet, I feel it is what caused Bob to feel frustrated. This may have lessened his self-esteem when societies economic and Job loss security vanished in which he now earns \$44, 000 per year and have debts to pay off and is pressured to buy a home, settle down and get married. . Analyze Bob's lack of motivation using organizational Justice and expectancy theory. By looking at Bob's lack of motivation from his career turning events we may analyze where it may have stem from an organizational Justice and the expectancy theory.

There are three Justices in organizational Justice and they are multidimensional. They re distributive, procedural, and international. As we proceed to understand the Page off meaning of organizational Justice, which is what is fair in the workplace and resides in the perception of the person.

We are able to connect Bob's perception from a distributive Justice standpoint residing in the fact that he went from earning \$80, 000 per year to S Ana as en claims, " He may never earn S uh gall until 20 years from now (Robbins & Judge, 2007). " To Bob or for anyone else for that matter this situation is an inequity in which their being under rewarded for their

<https://assignbuster.com/case-study-analyze-bob/>

qualifications and skills. Bob's inequity also comes from comparing himself to the 40 million Americans whose peak earnings are behind them and his father.

As the case claims Bob states, "The rules have changed and the generation Seer's is getting hit hard (Robbins & Judge, 2007)." If we are to proceed to understand the second element of Justice "procedural" in which is to understand the process used to determine an outcome-Bob explains, "I'm frustrated. I feel like my generation got a bad deal. We initially got great jobs with unrealistically high pay. I admit; we were spoiled (Robbins & Judge, 2007).

Since, there are no specifics in the case as to why Bob withdrew from his job or why he earns half of his usual income.

I can only assume it is due to downsizing and the current restructuring of our workforce in America and this is a factor of Bob's lack of motivation.

Although there are, less evidence of international justice Bob goes on to claim, "We have no job security, the competition for jobs combined with pressures by business to keep costs down mean a future with minimum raises (Robbins ; Judge, 2007)." Bob is more unmotivated because he perceives his situation such that the companies he works for treats him with no dignity, concern or respect.

He feels as the case sounds that whether the blame is externally or internally it is unfair because he graduated at a good time, had a great job title, drives a European sports car, and was very optimistic about his future.

Now his lack of motivation is causing him to worry about paying his bills, to settle down and marry, and to buy a home. On the other hand, if Bob accepted and embraced Victor Broom's expectancy theory he would be able to change the outcome of all of his situations and events that are occurring in his career as well as his personal life.

Expectancy theory much like self prophesy which one receives an outcome through the belief that they are already receiving it, relies on the strength of one's effort performance in which say Bob for example, may exert some amount of effort with the probability that will lead to performance. This in return leads to a reward relationship in which say Bob would believe that performing at a certain level would lead to a desired outcome. In the end, this reward leads to a personal goal relationship that satisfies say Bob's personal goals or needs (Robbins & Judge, 2007 p.

208). 3.

What are the implications of this case for employers hiring Generation Seers?

The implication this case suggest of hiring Generation Seers, is that even though they have a college degree employers would have to let them know they are in competition for their Jobs and that they may only get paid half of what they were paid years ago (Robbins & Judge, 2007 p. 217). It has to be out in the open to the Generation Seers that there is no Job security due to businesses trying to keep costs down and they will probably receive only minimum Torture rallies In salaries.