

Analysis of the problems in the company abc and sons

[Business](#), [Company](#)



ABC & Sons is a family business that has been functioning for three generations now. The business produces components for luxury goods manufacturers. They are well known for the quality of their products and their service. Most of the members of the company are family members that enter the business once they graduate, and work for years on every department of the business to be able to get to know how every department works. They also have courses on new developments and technology, as well as management. ABC & Sons has had a workforce of 500 loyal employees who even motivated their own kids to also work for the company.

Problems ABC & Sons Is Facing

Although they offer different courses on technology, development and management, these are only taken by employees that are family members, and the article states that they have “ paid little attention on the development of its other managers beyond essential up-dating in, for example health and safety regulations”. This can be considered an act of discrimination, since not all employees have the same opportunities when it comes to learning and growing in the company, which gives them a disadvantage.

New technologies are being introduced to the company, which has called for the recruitment of new technical managers and graduate management trainees.

Because of the new technologies, some of the older craft skills have become no longer useful, and new technical skills have become very needed in many areas.

The worldwide market is also suffering at the moment, and some of ABC & Sons' main customers and suppliers are going through difficulties.

Due to the new changes in the company, older employees have become more pessimistic about the future of the company and want an early retirement, while new employees are showing a lack of commitment and very little knowledge and skills. Many employees are leaving the company which is leaving many empty positions. The company has managed to deal with this issue by hiring new employees with part-time contracts, but the fact that they are not able to keep many of their employees in the company is still an issue pending to be solved. Alternatives and Solutions Nepotism: all training programs on new developments and technologies, as well as management programs must become available for all employees of the company, not only family members. The fact that not all employees have the option to the same opportunities as family members do can cause demotivation in employees when they see that they are not being valued like the rest. Sectors such as health and safety should be treated with all employees, since it is something fundamental.

To cover the new job position of technical managers and graduate management trainees needed due to the introduction of new technologies, the company can either hire someone external or internal to the company. If they choose to hire new external technical managers, a selection process will be needed to find the ideal candidates for these new positions in the company. In the case that they want to hire someone that is already in the company, the head of each department will have to nominate one of their

employees as a candidate for the position and they will go through an interview process to select the most qualified for the position.

In order to solve the surplus of employees whose skills are manual and no longer needed, the best option would be to implement several training programs so that they can learn and adapt to the new technologies introduced in the company. Another option would be to relocate manual skills employees in departments where they can continue to be useful or reduce their working hours to avoid having a surplus.

Since the company's main customers and suppliers are currently going through tough times, they will need to find new customers and suppliers. To obtain new customers it will be necessary to implement a marketing plan in order to attract potential customers, and in order to have new suppliers, a process of selection of new suppliers with similar qualifications to the old suppliers will be carried out.

It is essential to keep employees motivated. When an employee enters a phase of demotivation, they begin to lose the enthusiasm with which they began the first day. Their performance begins to diminish and the quality of the work they do are affected and, therefore, they begin to commit inefficiencies due to the lack of attention to the tasks that will be carried out.

In order to recover the motivation of ABC & Sons' employees, different methods could be used. With small actions we can significantly increase the level of motivation of employees. Communication is the key element, so surveys should also be given to the employees in order to get feedback from

them Implementation Plan After reviewing the two different case studies in our group, we have agreed on the following objectives to solve the issues the company is currently facing:

In order to avoid discrimination when it comes to training opportunities for the employees, all employees will be able to attend the different training programs the company offers. ABC & Sons will also start other training programs focused on health and safety training. Communication tools will also increase, and employees will be asked to give their feedback of the training received so the programs can keep improving as well.

From the different training options we have discussed for adapting employees to the new technologies in the company, we have chosen on-the-job training and the book defines this term as “ Peers or managers training new or inexperienced employees who learn the job by observation, understanding, and imitation”.

A selection process will be followed in order to choose the best candidates to cover the new positions that have opened after the introduction of new technologies. The chosen new employees will need to go through a trial period in order to evaluate their performance and how they adapt to the company and its technology. An objective to increase sales by the end of the year will also be set. This objective will be achieved by implementing a marketing plan in order to attract new customers, products' prices will decrease, but their quality will be increased.