

# Free essay about main and sons

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## Summary

The research that was undertaken as stated in this article was executed with the main intent being to establish the relationships that exist between the level of job satisfaction and high-involvement work practices. These include feedbacks, task teams, suggestion programs, feedbacks and quality circles. In an effort to accomplish the objectives of the research mentioned herein, the researchers retrieved the necessary data from the 1999-2002 Canadian Workplace and employee survey. According to the authors of this article, the data from the were purposely used because the survey is perceived to be appropriate subsequent to the fact that it was done using effective and appropriate methods.

As conjectured in the hypothesis prior to the actual research. The results retrieved particularly from the 1999-2002 Canadian Workplaces and employee survey clearly established the fact that the level of satisfaction relates positively with high-involvement practices. The results were incorporated and assimilated from the diverse subsets of data and differed stipulation of the empirical model. Despite the positive relation established in the results retrieved as mentioned herein, special cases were to be expected. As accentuated by the authors in this article, employee outcomes that indicated any form of dissatisfaction, for instance, work related grieve or stress were found to be disparate or rather unrelated to high-involvement jobs.

In regards to the aforementioned, from the results retrieved from this research. The researchers made apparent the fact that, in the presence of self-selection jobs: the workers who showed high levels of satisfactions had

high aptitude of increasing their participation in high involvement practices. Conversely, the results established that participation in no way determined the future enhancement of satisfaction. Though research that was done was perceived successful in the aftermath. The authors emphasized the need to further the same by focusing on concepts and other factors that may directly or indirectly affect High-Involvement work Design and Job Satisfaction.

Subsequent to the fact that job dissatisfaction relates directly to the negative performance in the workplace, due to its negative impacts that in essence foster lower productivity and high labour costs. It is imperative to allude from the Main and Son's case study that; embracing the use of High Involvement increase the level of job satisfaction that in essence improves on the output realized by the company comprehensively.

As emphasized in the research article, job satisfaction has positive implications to the economic effects of the company. Therefore, considering that the two directors in the Main and Son's case study aspire to develop a subsidiary company named Mainstream Builders. It is of utmost significance for them as advised by the AD consultant to seek ways to enhance the level of employee satisfaction prior to opening the new subsidiary company.

Apparently, from research article, the most preferred way or rather means of embracing job satisfaction among the employees is to incorporate the use of High Involvement characteristics. This is done in a way to improve the employee's satisfaction hence increasing the input of the company in the aftermath.

As purported in the research article scrutinised alongside the case study, those companies that incorporate the use of High Involvement

characteristics and total quality management in essence increase the level of employee satisfaction. Additionally, high levels of employee satisfaction will then be reflected in the enhanced level of output in the company. From the case study, the Mainstream Builders will technically act an upgrade of Main and Son's essentially because the accredited research proves High Involve characteristics to be effective a framework that will be used by Mainstream Builders.

As advised by the AD consultant, the two directors fostering the launch of a new subsidiary company ought to make some upgrades in order to attain level 5 HI characteristics. The advice above relates to the findings deduced in the research article analysed herein in the sense that; the article establishes the HI characteristics to include feedbacks, task teams, suggestion programs, feedbacks and quality circles. These concepts in essence directly relate to quality management as established by the AD consultant.

Subsequent to the launch of Mainstream Builders, it is imperative to note that the subsidiary company will realize quite a number of benefits that could have otherwise been overwhelmed if the Employee Involvement is not in place. Firstly, embracing employee involvement will enhance the ethical stance of the company. This means that the clients of this company will receive the best of quality from the satisfied customers hence boosting the ethical stance of the company. Secondly, employee involvement is essential in innovation. Considering that Employee Involvement entails feedbacks, task teams, suggestion programs, feedbacks and quality circles, these activities encourage mutual reasoning hence innovation. Lastly, employee

involvement encourages teamwork and togetherness. With these high involvement characteristics in place merged with quality management as accentuated in the case study, the Mainstream Builders will with no obstruction prosper.

In a nutshell, it is imperative to note from the above discussion that the implications from the research directly relates to the activities of Main and Son's. In essence, the advice given to the two directors of Main and Son's were apparently alluded from the findings in the research article mentioned herein.

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