

# Essay on collective work

[Business](#), [Work](#)



From the literature review, discussions and responses, several conclusions can be reached at. To begin, the industry incorporates the employees in the development plans which are very instrumental in achieving the goals. Success is realized because of the team work and collaboration made together.

Collective work makes the employees to be encouraged and feel part of the company. They work in solidarity and one is cared for in every realm. Everyone feel motivated and working to achieve the set objectives are met within the stipulated time. The motivation of workers is very pivotal in the industry because it enables the team to be in solidarity thus making them realize their goals.

Service delivery is also an important factor that the industry should look into. Ensuring that the clients get the best services make them feel encouraged and yearn to be served continuously. Marriot hotel is rated among the best in the United Kingdom and the services provided are of high standards. The employees are also motivated in the sense that they feel appreciated when they offer effective service to their clients. On the other hand, the industry gets good reputation by offering the best they can hence making them to retain their clients.

Gender sharing of employees at Marriot hotels in the UK is realized that the females are higher than males. The females are approximately at fifty two percent while the rest of the percentage is for feminine. By age, the employees are generally young age wise because nearly eighty four percent

are of forty eight years and below. In this plinth, it means that the workers have a lot of energy to provide quality services to the industry.

Also, most of the employees can engage most of their times in ensuring that the output is of high quality. The only challenge herein is that the young workers do not feel the importance of consulting old men. They feel to be all round in anything they do, hence resulting to some hitches during times of work.

Another important factor to note here is that close to sixty five of the employees have levels of education higher than the college level. High level of education is very important in any working set up. Morrison hotel receives clients from every part of the globe and having workers who are not vast linguistically can easily lead to its mess. Therefore, employing workers who are qualified help the managers in many areas. The staff can easily converse in a friendly way with foreigners without any difficulty. On the other hand, it enables easy flow of work in the industry because one easily understands his or her role as a professional as opposed to a situation where high population of the staff members is not learned.

Employees' job retention has also been realized to be an important factor since it helps in improving the output of the company. Paying good wages to the employees, providing job security and allowing them to advance enable the workers to acquire more skills that give quality output in return. By allowing them to advance in their areas of specialization, they get additional experiences that enable them to work proficiently, hence providing the services which are liked by the clients.

At Marrion hotel, the workers are given an offer to pursue higher learning in their areas of specialization. This gives them an additional experience in their line of duties and as well as increasing their salary scale. After education, they can still be absorbed back to be part of the staff. When the employees are motivated through these, they work extra hard to realize the set goals and objectives. Competency based pay help in promoting the needs of the employees` experience and this encourages their career development due to their conclusion of their education. It also enables them to take high ranks in accomplishing their responsibilities.

Another positive aspect realized is on empowerment. Because of the good channel of communication in the industry, the employees are taken care of in every circumstance. The problems that they raise are taken with a lot of seriousness and eventually acted upon. Also, they are free to share with the stake holders on their areas of difficulties and improvement done where necessary. They share with the administration their views that can help improve the performance of the company and because of the togetherness that they have, the company is free to make the adjustment brings success to the both of them. In light of this, the industry act on some of the suggestion that is put forward by employees because they plan a very pivotal role in the success of the company.

Morriot hotel attract so many investors. The five other hotels created in the recent past have made more economical advancement in the area. In this plinth, a lot of clients come all over the state and even outside to enjoy the services. The tourist sector have greatly benefited from the industry since

their clients are well taken care of. A lot of job opportunities have been created and a lot of young people are able to work and support them economically. It has reduced the time of idleness and laxity among young people too.

However, the rate at which foreign investors have ventured into the industry is wanting. The foreigners have invested much in the area that the locals. In this case, the locals find it difficult in getting job opportunities. Foreigners have a lot of skills that generate a lot input in the hotels that makes them perform well in terms of service delivery. In as much as foreigners would be providing quality services, it would be prudent for the government and the industry sector to control the number of foreign employees so that the local citizens can get employed. The rate at which foreign employees are paid is also higher as opposed to local workers. The management should regulate the payment rate so that both of them benefit from the work they do.

### Recommendations

While carrying out the research, it is eminent that the questionnaires were written in English. In as much as there were translators who could decode them to the local languages, it would be prudent if they are also availed in the local languages so that those who are not well versed with English also answer the questions with ease. Filling in questionnaires require confidentiality, some people may not feel comfortable answering the forms under the guidance of other people, and they may end up giving wrong results. On the same note, the industry should be at a position of convincing

all everyone they come across to fill the questionnaires so that a substantial feedback is obtained.

The analysis made put it clear that females are of high population than men at Morrison hotel. This implies that their services are well accepted by the clients than that of men. Women are quicker in preparation of food as well as addressing the clients. They use friendly languages that make the clients come again and again. In motivational factors, they are motivated the same way. The same way men are appreciated is the same way; the females are also taken care of. However, the motivation policy states that he who works hard should be appreciated more as opposed to one who does less. In this dictum, it would be wise if the industry looks into this so that the hard work done by women are appreciated well.

The government and the industry should also control the number of foreign employees. The fact that they deliver quality services may have a negative impact to job opportunities to the locals. When a lot of job opportunities are spread to the foreigners, the locals do not get opportunities to work in their own nation. Because of this, they end up into malpractices that ruin their lives eventually. Also, there should be equivalency in the distribution of jobs. Morrison hotels have high of their population at college level and above.

There are some workers who might be having the experience and because they have not attained the colleges and universities, it becomes very difficult to them to be absorbed in the hotels. For this case therefore, the industry resorts to the foreigners. It would be very vital if such cases are considered so

that such potential are absorbed among the staff and through interaction by other members, they advance and become more proficient.

In adherence to the above recommendation and other input addressed, Morrison hotel will be rated the best in the United Kingdom. With the world statistical analysis, it is among the best serving hotels. Many would like to be associated with the hotels. The geographical location of the area is also suitable and can be easily accessed by many. Tourists come all over the world to visit the area. In this regard, the adjustments should make on the areas that might be resulting to loopholes. In case the corrections can be made, Morrison hotels will be one of the best in the United Kingdom and the world at large. Lastly, the government should cheap in to help the industry in providing resources so as to make the hotel more attractive because it earns a lot of revenue to the UK government.