

Good justification report essay example

[Literature](#), [Russian Literature](#)



Answer 1

In my organization, there is a problem of nepotism. Most of the staff hired in the accounts, supply and legal departments are aligned to the head of departments in the particular sections. This has become a serious issue as the quality of work in these departments has become jeopardized. Moreover, there is increased laxity in the departments as most people are related to the boss and therefore do not take instructions seriously. This problem requires immediate fixing as the organization is using huge chunks of money to pay employees whose output does not match the input they give the organization.

Answer 2

There are two main possible solutions to the above problem. One is to do a staff evaluation that will wipe out all those employees with no qualifications but are holding prestigious positions in the organization. This will ensure professionalism and competence in the organization. Another solution to the problem is to ensure that all further recruitments are done on merit and qualifications used as the benchmark for promotions and recruitments. This will also ensure accountability and professionalism.

Answer 3

There are five criteria that can be used to measure the effectiveness of each alternative in the solutions above. They include:

- a) Efficiency in performance.
- b) Achievements of targets
- c) Meeting Deadlines

d) Performance contracting

e) Filling of the balance score card

The alternative that meets all these measures is the one that requires hiring and promotions on merit and qualifications. Candidates for these positions will be required to achieve all these measures in order to give them a pay rise, promotion or transfer to another department.

Answer 4

The research to determine and assert that indeed the second alternative meets all the credentials and measures will be done in phases. The first phase will be ascertaining the impact of qualifications on the output of work. This will be done with formulated questionnaires. The second phase will be a research will be a study of an organization that has used this in their structure to correct a similar problem. A detailed study will be conducted to give the employer a clean bill that supports this strategy.