

Example of coming up with the solutions report

[Business](#), [Employee](#)



High employee turn over

It is agreeable that when employee's performance do not match with the expectations of the performance, they do not address the real problems of the organization. Recruiting women is one way to ensure that the organization increases the performance of the employees. Women who have the qualifications are in a better chance to transform the activities of the organization and help solve the management problems. For example, women get a higher job satisfaction with fewer needs unlike men who will demand for higher salaries and better working conditions. Also, women can work for part time jobs, which are extremely common in McDonalds so that they can get time for their families. The best way to encourage the recruitment of women in various positions in McDonalds is through designing products that fit their needs so that they also feel welcome working in the restaurant. This can also be enhanced in including them in advertisements, which will not only increase their chances for job applications, but also increase the involvement of women in the consumption of fast foods.

Hiring manager issues

The reason why candidates tend to seek for better benefits organization is because McDonalds is not affording such benefits, which can only be affordable by reducing the cost of production and shifting it to benefiting the employees. One of the ways is through decreasing the variety of food, especially those that are not frequently bought. This move will help in reallocation of funds to increase the motivation of employees in a great deal.

Also, it will help employees to specialize in a smaller variety of foods, which is itself a benefit of increasing skills of the employees.

Quality of candidates and job incentives

The fact that the quality of candidates has not been standardized in McDonalds is the reason why the restaurant has made some of the mistakes like recognition of the significance of women in the economy. Some of the causes of quality of candidates include lack of a hiring strategy, hiring unqualified candidates and those with limited work experience. For this reason, most of them tend to seek other organizations that will grant them job satisfaction. By hiring quality candidates, most of the operations of the company will be geared towards attracting more markets from women and children in order to increase their involvement in consumption patterns of McDonalds' market.