

# Example of case study on executive pay: increasing the threat of china's wealth g...

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The rapid growth economic growth has threatened the stability of the country. It has been noticed that the economy is growing at a much faster rate thereby widening the gap between the average class and the wealthy class. This has resulted to rioting especially by the citizens living in the rural areas. The top leaders are worried that the social unrest being experienced in the country might undermine the communist rule. Therefore it is prudent to note that the critical issue in this case study is the increasing social unrest in the country. This is brought about by the rapid increase of the economy which aids in the widening of the Gap between the wealthy class and the average citizens.

The following are some of the tentative solutions that can be applied to address the issue: the first solution can be to shift the country's focus from the economic growth to coming up and building a harmonious society through scientific development which ensures that the gap between the wealthy class and the average is greatly reduced. This will ensure harmonious living through improving social well being and emphasizing sharing of wealth. This will greatly reduce the social unrest that has been seen in the country as a result of rapid economic growth.

Apart from controlling the rate of economic growth, the government could also promote sharing of the wealth available in the country. This can be achieved through distribution of social services such as education and health services across the country especially in the rural areas in order to reach the average and the poor citizens. Reducing the salaries of the top executive can also provide a good solution to reducing the gap between the wealthy and the average people. The government should ensure that the salaries of the

top executives are greatly reduced so as to narrow down the gap between the rich and the poor. To ensure that the solutions are properly implemented, the following steps are vital.

## **PLANNING AND PREPARING TO IMPLEMENT THE SOLUTION;**

I will specify the actions required in order to implement the solutions; I will have to state the objectives that have to be accomplished after which I shall list the individual goals in order in which they have to be achieved so as to reach the objective. I will then identify the actions that are required so as to achieve each goal or the solutions mentioned. I shall then define in measurable terms what successful outcome should be for each of the action plans proposed.

Scheduling the actions; here you set the time required so as to accomplish each action mentioned. Calculate the relative time that each action will take and then you determine the time that will be required for the objectives to be fully achieved. Remember the objective is to cut down the executive pay so as to reduce social unrest in the country which is being brought about by rapid economic growth.

Resource required; for the action put in place, I will have to determine the resources required in order to ensure that the action is implemented successfully. For instance, I will have to ensure that there is enough time, manpower with acceptable knowledge and skills and for the above all I will have to ensure that there is enough money to drive all the activities towards successful implementation.

Measures to counter uncertainties; no single solution can be implemented

smoothly without experiencing certain uncertainties on the way, therefore it will be vital that I put down measures that will help to deal with uncertainties that might hinder effective implementation of the solutions. I will then identify everything which might interfere with the effective implementation of the solutions. Then finally, I shall analyze the consequences associated with the identified risk.

Management and review of the plan; it will be crucial to manage and review my proposed plan. This ensures that any deviation encountered that can interfere with the effective and efficient implementation of my plan of action is corrected and brought back to normal.

## **SELECTING, BRIEFING AND TRAINING THOSE INVOLVED**

This is another important stage in the implementation process. I will have to select individuals with appropriate skills, qualities and the knowledge that is required so as to effectively implement the solutions. After selection, I will have to brief the ones who have been lucky to be selected in order to make them aware of what they are required for in their duties. I will also offer training where it calls for especially to the individuals who do not meet the required skills to carry out the duty effectively.

## **IMPLEMENTING AND MONITORING THE ACTION**

This stage will involve supervising and monitoring of the initiated action plan. This ensures that the proposed solutions and policies are followed to the latter. Supervising ensures that the individuals carry out their tasks according to how it had been planned initially. Monitoring the progress of the

set plan of action is crucial. This is because it will help to ascertain whether the results are being achieved or not. It ensures that corrective mechanisms are set in place whenever, the set plan of action negatively deviates from the norm. It ensures that the set policies are followed in order for the solutions to be operational. The last stage entails reviewing of the proposed solutions. To ensure that the solutions are fully implemented, it will be important that the set solutions and policies are constantly reviewed so as to determine their effectiveness.

### **Work cited**

Vance Charles, Yongsun Paik. *Managing a global workforce* (2nd ed). New York: M. E. Sharpe, 2010. Print.