

Human Resource Management

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Review Questions

02

HR Issues and Challenges

QUESTION 1

Wellness programs are designed to promote the mental and physical well-being of employees and family members. Firms should conduct a needs assessment before implementing a wellness program in order to address appropriate employee health needs. Chronic lifestyle diseases are much more prevalent today than ever before. The good news is that people have a great deal of control over many of them.

Distinguish the comprehensive approach that many organizations have taken to deal with numerous problem areas such as burnout, alcohol and drug abuse, and other emotional disturbances.

QUESTION 2

Floofy Pet Shop, a chain of pet supply stores, employs nearly 143 workers. In the past three years, the company's market share has dropped and employee turnover has increased. The vice president of human resources at Floofy Pet Shop suggests implementing a new compensation policy to improve the firm's performance and retain quality workers. Currently, Floofy Pet Shop employees receive compensation primarily based on years with the firm and job level.

Based on the case, identify and explain five (5) issues related to direct compensation within the company.

QUESTION 3

Brian is employed as an accounts manager at an advertising agency. Brian has been offered a similar position at another firm for an equivalent salary and benefits package. When making his decision, Brian should focus primarily on nonfinancial compensation factors. His considerations including: 1. Is the job meaningful and challenging? 2. Is the employee stock option plan risky? 3. Is there a possibility for increased responsibility? 4. Is there an opportunity for growth and achievement?

(a) Describe in detail which of the following consideration is most relevant to the decision to remain at the current job.

(b) Describe in detail which of the following consideration is least relevant to the decision to remain at the current job.

(c) Describe any other nonfinancial compensation consideration to be made related to the decision to remain at the current job.

QUESTION 4

Downsizing, also known as restructuring or rightsizing, is essentially the reverse of a company growing; it suggests a one-time change in the organization and the number of people employed. Typically, both the organizational structure and the number of people in the organization shrink for the purpose of improving organizational performance.

As companies recover from pandemic downsizing, they have a golden opportunity — and critical need — to reset their organizations to prosper in the new era.

Provide four (4) arguments whether the companies need to remain downsized as it is after the pandemic, or the companies need to rightsize it again. Make one decision, with justification.