

Human Resource Management

THINK Challenge

Datu Razali Datu Eranza

THINK Challenge Case

02

Employee Engagement and Motivation

Name of Employee: Milo Hendrik Zanno

Employee ID: 0067

Age Group: 40 - 45 years old

Gender: Male

Years of Service: 6 years

Department: Operation

Scenario: Milo has been working with MediNova Pharmaceutical Corporation for almost six years, at pharmaceutical storage department. The department involves specific health risks and regulatory requirements for annual medical check-ups. After six years working in the department, his medical check-up result shows some health concerns. Milo is advised to move to administration office.

Upon knowing the outcome, he refused to move to administration department, citing for the reason that it does not fit to his personality and he has been enjoyed working at storage department, He mentioned that it is difficult for him to work facing CEO office everyday.

Milo tendered his resignation letter to HR department. The company advised him to take a 30-day leave with full pay, asking him to clear his mind to reconsider his resignation.

After the 30-day leave...

Based on the data above, answer the following questions:

After the 30-day leave, do you think Milo has changed his mind about returning to work in the administrative department, or will he proceed with submitting his resignation letter?

As the HR manager of the company, what actions would you take if Milo decides to stay? What steps would you take if he chooses to resign and leave the company?

Do you believe your strategy would be effective? Explain your reasoning.