

(2) GROUPD DISCUSSION (20 minute)

GROUP 1

Bora Green has just hired a new human resource manager and tasked to look at the reward and compensation situation in the NGO. From the survey, it shows that inflation rose up by 20% within the past year. The average salaries of the staff in 75%tile comparison is 34% behind the market. Staff turnover is about 25% per year. Recruitments of senior positions have been so difficult with ability to fill any senior position vacancies after 2nd or 3rd round of recruitment. Some positions are never filled

Topic for discussion:

1. Causes related to the above situation. Please elaborate it.
2. What are the recommended solutions?
3. Please give detail of your recommended solution.
4. Who should be responsible to solve this issue?

(2) GROUPD DISCUSSION (20 minute)

GROUP 2

Help the Poor has observed that 60% of staff members arrive office 1 hour after the start of office hour. Staff are not motivated to work. It turns to be indiscipline and low work quality. High incidence of sick leave and uncontrollable absenteeism.

Topic for discussion:

1. Causes related to the above situation. Please elaborate it.
2. What are the recommended solutions?
3. Please give detail of your recommended solution.
4. Who should be responsible to solve this issue?

(2) GROUPD DISCUSSION (20 minute)

GROUP 3

Due to the last year record, staff turnover was up to 40% in Park Industries. The management is very concerned of this situation. The company almost collapsed due to lack of qualified and experienced staff. From the employment feedback, the causes of turnover are different. This topic is being discussed at the senior management team meeting. You are HR manager who is tasked to develop a staff retention strategy.

Topic for discussion

1. What would be your perspective on staff retention?
2. What strategies do your recommend to the management?
3. What topics of your recommendation need to develop as policies?

(2) GROUPD DISCUSSION (20 minute)

GROUP 4

Benny International has experienced poor employee relation which caused general dissatisfaction among staff member. Staff morale and motivation is low, work productivity decreased, work discipline and quality is unacceptable. The management was blamed for its poor leadership. The policy and procedures were seen as pleasing the boss and punishing workers, etc. You are an independent consultant who is hired to improve the company's employee relation program for the company.

Topic for discussion

1. What is the first thing you would do for this consultancy?
2. Please list down the areas where you plan to investigate?
3. Please list down the policy and strategies that you are going to introduce to the management?
4. Please list down the challenges the company would face in implementing this ERP.

(2) GROUPD DISCUSSION (20 minute)

GROUP 5

There is a group of agitators in NGO001. The agitators try to hook up other employees to join their group and go against the management of the NGO. They pained the management as lack of capacity, poor leadership, lack of good governance, misappropriation of fund, nepotism and corruption. They also complained about HR policies, terms and conditions, incompliance of laws and regulations by the NGO. What would you do as HR manager?

Please focus on:

1. Fact finding process
2. Reporting to SMT
3. Categorization of issue
4. Proposed solution

(2) GROUPD DISCUSSION (20 minute)

GROUP 6

You are working as HR manager for a poor resource setting NGO. The senior management team has requested you to lead a “Happy Staff” Program for 2018. What would you do?

Please focus on:

1. List down all emotional boosting aspects and begetting of happiness
2. List down all work and performance barriers and obstacles
3. List down all the proposed program series of “Happy Staff”.
4. Propose budget for all this program implementation.