



Employee Recognition – Case study in HRM

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Rackson Public Ltd Company is popularly known for its employees' welfare activities in the production industry for more than ten decades. More than 1000 workers, 150 administrative staff and 80 Management level employees were working in the company. The top level management considers every employee equally. The company follows the rule of employee equality by which it provides common food to all from Managing Director to Floor level but it is served with different amenities and infrastructure. Hough trade union exist in the company it did not bring a single strike. Employees are satisfied with equal treatment though they get less salary.

But in recent days, the company is facing more problems like quality issue, mismatch in packing materials, in correct material labelling of material etc.,. The management handed over the problems to HR Manager. He found that no problems with systems but related to employees . During investigation, he came to know

that the major reasons for this problems are :

1. The Company recruited people from outside for higher position without considering internal sources.
2. Good salary for newly recruited than the existing employees of same ranking.

Questions:

1. Suggest a Suitable title with Justification

Title Suggested is Employee Recognition with Equality . Here is the want of employee Recognition with equality as the company does not consider the old and new employees equally.

2. The problems pointed out by HR Manager as the reason for the recent issues of the organization is Justifiable or not.

Yes. The problems pointed out by HR Manager as the reason for the recent issues of the organization is Justifiable. This method slows down production where employee wants to show their regret without going for strikes. Old employees feel that they are not recognized by the management. The



management did not consult the employees before appointing the new employees, hence it is against to Hawthorne Experiment.

The theory of Hygiene factors states that there are certain factors related to employees

the Presence of which will not create a major impact but the absence of such things will lead to demotivate to the employees. Employees recognition is one such factor when the management fails to do so it will Detroit the employees to a great extent.

3. Help the organization to come out of the problems. Suggest a solution as you are HR manager?

Everything is possible with discussion. I will discuss with management to know the reason of fixing higher pay for newly recruited employees and if the answers is acceptable, I will discuss the same with employees and convince them that this will not happen again. And I will motivate them to work properly without creating such problems and will introduce collective bargaining system by which a reasonable salary pay will be fixed for the existing employees.