

**Solution:**

1) Following are the reasons:

- i. Every organization does not fit for this system or requires it.
- ii. Organizations do not want to disrupt the routine operations.
- iii. Top management considers employees as expense not assets.
- iv. Top management does not have vision for their employees.
- v. Lack of top management support.

2) Following are the hazards which prevent such a system form implementation:

- i. Organizational inertia. (do not want to change)
- ii. Lack of concern for employees well being.
- iii. Lack of corporate citizenship.
- iv. Lack of top management vision and support.
- v. Not thinking out of the box (Lack of innovative solutions).