

Semester “Fall 2011”
“Introduction to Business (MGT211)”
Solution of 2nd Assignment

SOLUTION OF QUESTION NO. 1:

Workers/employees are not happy at Shams Auto (Pvt) Ltd because:

- The workers’ efforts are not recognized.
- No opportunity to plan their own work.
- Nature of job is monotonous.
- No opportunity for promotion
- No job enrichment and job redesign plans etc.

SOLUTION OF QUESTION NO. 2:

Following measures should be introduced by the management to make employees happy at Shams Auto (Pvt) Ltd?

- Contribute to the decision making
- Have an employee of the month
- Reward for hard work or extra achievements
- Should introduce job enrichment and job rotation plans
- Introduce opportunities for promotion etc.
- May introduce performance based incentives like bonus
- Should encourage informal activities i.e., combined lunch or dinner, birthday celebrations, sports etc.