

Majors: HRM

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***The Impact of Weak Top Management Policies on Employee Motivation and
Organizational Performance: The Case of SOS Pakistan Pvt. Ltd***



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ABSTRACT

This study discusses how weak policies by top management have impacted the motivation of the employees and organizational performance of SOS Pakistan. Unclear, inconsistent or improperly executed policies may cause confusion of roles, lack of morale, engagement, and efficiency in operations in different departments. The study focuses on the relationship between management policies and employee behavior as well as decision-making and the overall organizations performance.

The method of qualitative phenomenology was used, data were gathered by semi-structured interviews and workplace observations, unstructured talks and document analysis, which included company policy, company memos, and company performance records. This method enabled the investigator to get the lived experiences of employees and an in-depth insight into the impact of weak policies on working day to day, motivation, and productivity.

The results indicate that the lack of clarity of reporting lines, inadequate recognition, limited career growth opportunities, and poor leadership support have a detrimental effect on both the intrinsic and extrinsic motivation resulting in the increased absenteeism, elevated turnover, and decreased productivity. The project finds that by reinforcing management policies with effective communication, regular application, organized reward systems, and enabling leadership, employee motivation, coordination, and corporate performance can be enhanced in a great manner. These lessons provide useful advice to SOS Pakistan and other organizations that aim to increase their workforce engagement and drive the organization to long-term growth.

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Table of Contents

ABSTRACT.....	1
ACKNOWLEDGMENT	2
CHAPTER ONE	6
INTRODUCTION	6
1. Introduction.....	6
1.1 Project Background.....	7
1.2 SOS Pakistan: Company Overview	7
1.2.1 Mission and Vision Statement	8
1.3 Organizational Structure	8
1.4 Core Services & Other Businesses.....	9
1.4.1 Core Services	9
1.4.2 Other Businesses	10
1.5 Industry Overview	11
1.6 Project Objectives	12
1.6.1 Expected Outcomes	12
1.7 Management Policies & Their Impact	12
CHAPTER TWO	14
PROBLEM DEFINITION AND REQUIREMENT ANALYSIS	14
2. Project Rationale.....	14
2.1 Problem Statement	14
2.2 Defining Weak Management Policies and Associated Organizational Challenges	15
2.3 Employee Motivation at SOS Pakistan.....	16
2.4 Organizational Performance at SOS Pakistan.....	17
2.4.1 Goodwill	17
2.4.2 Decreasing Business Portfolio	17
2.5 Implications of Weak Policies on Employee Motivation at SOS Pakistan.....	18
2.6 Implications of Weak Policies on Organizational Performance	19
2.7 Limitations	20
CHAPTER THREE	21
DESIGN AND IMPLEMENTATION PLAN	21
3.1 Investigative Process.....	21
3.2 Data Collection	21

3.2.1 Interviews.....	22
3.2.2 Organizational Discussions and Observations	23
3.2.3 Overview of Company Documents.....	23
3.3 Data Analysis	25
3.4 Ethical Considerations	25
CHAPTER FOUR.....	26
TESTING AND DEVELOPMENT	26
4.1 Introduction.....	26
4.2 Interview Structure and Participant Profile.....	26
4.3 Findings from Interviews.....	27
4.3.1 Employees' Understanding of Top Management Policies	27
4.3.2 Policy Communication and Implementation.....	28
4.3.3 Effects of Policies on Employee Motivation	29
4.4 Findings from Observations and Informal Discussions	30
4.5 Findings from Document Analysis	30
4.6 Summary of Findings.....	31
CHAPTER FIVE	33
FUTURE ENHANCEMENT & ACTION PLAN	33
5.1 Introduction.....	33
5.2 Key Gaps Driving the Action Plan	33
5.3 Policy Documentation Enhancement	34
5.4 Enforcement and Accountability Enhancement.....	35
5.5 Communication Enhancement	35
5.6 Recognition and Reward Enhancement	36
5.7 Career Development Enhancement.....	37
5.8 Employee Involvement Enhancement	37
5.9 Leadership Development Enhancement.....	38
5.10 Conclusion of Action Plan	38
CHAPTER SIX.....	40
CONCLUSION.....	40
6.1 Summary of the Project	40
6.2 Findings on Policy Deficiencies	40
6.3 Findings on Employee Motivation.....	41

6.4 Findings on Organizational Performance	42
6.5 Real World Application for SOS Pakistan.....	42
6.6 Final Remarks	43
REFERENCES	44
APPENDIX.....	46
APPENDIX NO.1	46
APPENDIX NO. 2	47
APPENDIX NO. 3	48
APPENDIX NO. 4	49
APPENDIX NO. 5	50