1) **Would change decision competitive employees’ wages** in Qtr4 – Qtr6 – How? Need to change wages to be more competitive in the market as strategy for employee satisfaction to improve productivity. Benefits for competitive employees’ wages promote productivity with employee satisfaction in the workplace. **What I would have changed** starting in quarter 3 was to actively raise wages instead of delaying such changes until quarter 6. (See graph below)

**2) Would change to conduct employee reflection survey** in Qtr4 – Qtr6 – How? The survey amongst employees to determine what changes need to be done to improve employee morale. Employee satisfaction in the 2nd quarter was 68.5%; therefore, there is room for improvement. Benefits for conducting reflection surveys from employees would be getting data to substantiate for improvement in the workplace culture. **What I would have changed** starting in quarter 3 was to actively get feedback from employee surveys instead of delaying such changes until quarter 6. (See graph below)

A graph on a screen

Description automatically generated