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**CASE STUDY**

**INTRODUCTION**

In this case study we observed that an employee who is generally good in behavior towards others almost every day, might not be following the same routine the other day. He might have drastic change in attitude due to hectic routine, peer pressure of society and some health issues or domestic problems.

The peer pressure of society. on a person causes change in behavior and the problem can be sorted out by giving financial aid, a friendly environment and leisure time from busy schedule.

The outcome of this analysis is to provide the employee some relief and to help him out to change his attitude toward others.

The purpose of this case study is to highlight the fact that even a soft spoken person might be facing several difficulties and will not behave in the same manner.

**BACKGROUND**

In routine we have seen such cases in different organizations, for example:

* New York Times" reported in their research that:

A manager of a well-known company was anxious with his whole staff and the reason behind it was obvious. After many considerations, it was found that it was due to continuous pressure from company owner.

* \*The employees of public offices have to face excessive burden which effect the employee's mental health. Furthermore, he explained that frustrated routine of an employee results in a dispute with traffic warden while coming to office (Job life, Downy).

**ALTERNATIVES**

There are some other main reasons which may disturb employee's attitude. The increase in workload and demanding more output from employees within short time disturbs their behavior. Unfriendly relationship between employee and manager is also a main reason which affects the work place environment.

**PROPOSED SOLUTIONS**

Do decrease the tension of such employees. Company should provide them financial aid to provide them relief. They should be provided with a friendly environment in offices. They must have some holidays to get rid of all tensions of work and relax their mind. Advance salary should be given to them for such activities and for their financial problems.

**RECOMENDATION**

Financial disorder of employee leads him to behave badly with his fellows. Mental well-being of employee is very much important because it directly affects employee’s productivity. They should be awarded bonus. They must control their nerves.