

Q1. Findings and Suggestions:

A. Factors contributing to Sarah's feeling of being stuck:

- Lack of clear career development opportunities within her current role or team.
- Uncertainty about her future role in the team due to the ongoing restructuring.
- Desire for new challenges and experiences beyond her current responsibilities.
- Concerns about transitioning into a management role without prior experience or training.

B. Suggestions for Sarah:

- Have a candid discussion with her manager about her career aspirations and seek guidance on potential growth opportunities within the company.
- Explore mentorship or coaching programs to gain insights into different career paths and develop the necessary skills for advancement.
- Consider taking on new projects or responsibilities that align with her interests and goals to gain a broader perspective and enhance her skills.
- Network with professionals in other departments to learn about their roles and explore potential opportunities for career transitions within the company.

Q2. Theory of Motivation:

One applicable theory of motivation is Herzberg's Two-Factor Theory, which distinguishes between motivators (factors that contribute to job satisfaction and motivation) and hygiene factors (factors that, when lacking, can lead to dissatisfaction).

In Sarah's case, motivators could include challenging work, recognition for her contributions, and opportunities for growth and advancement. Hygiene factors might include job security, company policies, and interpersonal relationships at work.

By focusing on enhancing motivators such as providing Sarah with challenging projects and recognizing her achievements, the company can potentially increase her motivation and satisfaction, helping her overcome the feeling of being stuck in her career.

Q3. Organizational Restructuring:

Assessment of Existing Structure:

- The current structure with six levels of hierarchy may lead to communication delays and mismanagement of information.
- Decision-making processes may be slow due to the number of levels involved.
- Employees at lower levels may feel disconnected from top-level management, leading to a lack of motivation and engagement.

Proposed Revised Structure:

- CEO
- Department Heads (combining Directors and Managers)
- Team Leads
- Employees

Benefits of Proposed Structure:

- Streamlined communication channels between top management and employees, leading to faster decision-making and improved information flow.
- Increased autonomy and responsibility for team leads, empowering them to make decisions and support their teams more effectively.
- Simplified reporting structure, reducing bureaucracy and improving overall organizational efficiency.

Conclusion:

By addressing Sarah's career concerns and proposing a revised organizational structure, the company can improve employee satisfaction, motivation, and overall performance, leading to a more effective and successful organization.