

The Case of the Missing Phone

A Workplace Drama in Four Scenes

Theme: Theft Accusation & Grievance

Core Conflict: A manager accuses an employee of theft without investigation. The employee asserts his rights, and HR intervenes to uncover the truth.

Resolution: Communication, investigation, mediation, and procedural improvement (Conciliation).

Total Duration: ~10 minutes

CAST OF CHARACTERS (4 Actors)

A – EDDY

Warehouse worker. Honest but can be emotional. Feels wronged and defensive.

B – MANAGER DAN

Warehouse manager. Under pressure, impulsive, and wants a quick fix.

C – HR LISA

HR officer. Calm, professional, and by-the-book.

D – ALEX

Coworker / safety officer. Easy-going, helpful, and provides comic relief.

SCENE 1: The Accusation

(~2.5 minutes)

Setting: The warehouse. Shelves, boxes, clipboard. ALEX is finishing inventory. EDDY is moving boxes in the background.

[Lights up. ALEX stands near a shelf, checking a clipboard.]

ALEX

(Muttering to himself, checking clipboard)

Okay... last box of the new X1 Phones... signed, stored, and logged. Perfect!

(He walks away from the storage shelf.)

[A few moments later, MANAGER DAN enters quickly, looking stressed.]

MANAGER DAN

Alex! Eddy! Have you seen the box of X1 phones? It was right here on this shelf!

ALEX

I just saw it 30 minutes ago, boss. I signed for it myself.

EDDY

(Stops working and looks over)

I was working near that area, but I didn't touch it. I was unloading the new monitors.

MANAGER DAN

(Looking directly at EDDY, suspiciously)

Eddy, were you the only one here during the break? Sarah from logistics said she saw you "hanging around" that box right before it went missing.

EDDY

(Shocked, stepping forward)

What? I was just doing my job! You think I stole it?

MANAGER DAN

(Lowering his voice, trying to sound reasonable but coming off as threatening)

Look, I don't want to call the police and make this a big thing. It's bad for everyone. This can all "go away" if you just agree to have one week's pay deducted from your salary. It's a simple solution.

EDDY

(Angry and hurt)

That's unfair and illegal! I didn't take anything! I demand to talk to HR! This is not over!

[Lights fade on Scene 1.]

SCENE 2: The Grievance

(~3 minutes)

Setting: Manager Dan's office. Desk, chairs. HR LISA stands professionally. EDDY and MANAGER

DAN face each other.

[Lights up. HR LISA enters with a notebook.]

EDDY

Lisa, thank you for coming. Dan accused me of stealing the phone and wants to deduct my salary! I feel completely humiliated.

HR LISA

(Calmly, turning to MANAGER DAN)

Okay, let's everyone take a breath. Dan, can you please explain the situation from your perspective?

MANAGER DAN

(Frustrated)

The phone is missing. He was the last person near the box, and we have a witness. We need to solve this fast, or we'll lose more than just a phone—our team's trust and the company's reputation!

HR LISA

I understand the urgency, Dan. However, company policy is very clear: we cannot deduct pay without concrete proof or a formal investigation. Tell me, have you checked the CCTV footage from the warehouse? Or cross-referenced the inventory records?

MANAGER DAN

(Sheepishly)

Well... not yet. I was going to, but it takes time to get the security footage, and I thought...

HR LISA

(Interrupting firmly but politely)

Then let's do that now. Facts before accusations. Alex!

(ALEX enters the office.)

Can you please help us? We need the inventory logs and the security camera footage from the warehouse for today, between 2:00 and 3:00 PM.

ALEX

On it! I'll get my laptop.

(He exits quickly.)

[Lights fade on Scene 2.]

SCENE 3: The Investigation & Discovery

(~3 minutes)

Setting: The office. ALEX at a desk with a laptop. HR LISA, MANAGER DAN, and EDDY look over his shoulder. A cart with a box is in a corner of the stage.

[Lights up. ALEX is already at the laptop.]

ALEX

(Clicking and typing)

Okay, the inventory system shows we received 20 phones... but... huh, that's strange.

HR LISA

What is it, Alex?

ALEX

It says all 20 were scanned into the “new arrivals” zone, but the log shows one unit was accidentally scanned twice—and the second scan was into the “refurbished” section. Maybe it was misplaced?

EDDY

(With hope)

So the phone might still be in the warehouse?

ALEX

Let me check the camera footage... Fast-forwarding... Okay, look! At 2:15 PM, Eddy was near the box, but he just walked right past it. Then, watch this! At 2:20 PM, the delivery guy from Global Express bumped into the shelf, and a small box fell... right into the “refurbished” cart that was parked below! The phone was probably in that box!

MANAGER DAN

(Stunned)

The refurbished cart?

(Everyone rushes to the corner of the stage where the cart with a box is. ALEX picks up the box and opens it dramatically.)

ALEX

(Holding up a phone)

Found it! It was in the refurbished cart all along! A simple mistake.

[Lights fade on Scene 3.]

SCENE 4: Resolution & Reconciliation

(~1.5 minutes)

Setting: Manager Dan's office again. The mood has shifted.

[Lights up. All are seated or standing comfortably.]

MANAGER DAN

(Sheepishly, looking at EDDY)

Eddy, I... I'm so sorry. I was under a lot of pressure from upstairs about shrinkage, and I just... I jumped to conclusions. I should never have accused you without evidence. It was unprofessional.

EDDY

(Takes a deep breath, his anger faded)

I accept your apology, Dan. But this was really... humiliating. Being accused like that in front of everyone.

HR LISA

This is a good learning moment for all of us. We will use this to review the proper investigation procedure with all managers at the next meeting. Dan, please remember: accusations without evidence damage trust and violate company policy.

MANAGER DAN

(Nodding, then attempting a smile)

You're right. Absolutely right. My "detective career" is officially over!

(Everyone gives a slight smile.)

Next time, I'll check the cameras first. I promise.

EDDY

(Smiling back)

Just buy me a coffee tomorrow, and we're good.

HR LISA

(Smiling, closing her notebook)

Great. Case closed. Let's all get back to work.

(All actors come together, smile at the audience, and take a bow.)

[END OF PLAY]