

## **Problem Statement**

### HOW TO WRITE A PROBLEM STATEMENT

A problem statement is a tool used to gain support and approval of the project from management and stakeholders. As such, it must be accurate and clearly written. There are a few key elements to keep in mind when crafting a problem statement that can have a positive impact on the outcome of the project.

1. Describe how things should work.
2. Explain the problem and state why it matters.
3. Explain your problem's financial costs.
4. Back up your claims.
5. Propose a solution.
6. Explain the benefits of your proposed solution(s).
7. Conclude by summarizing the problem and solution.

## **Purpose Statement**

The problem can be stated as the issue which you want to investigate. On the other hand, the purpose is defined as the reason why the investigation is undertaken. It seeks to answer the following questions?

1. What is the purpose of this research?
2. Who needs the answers?
3. Who will use the answers?
4. What is the benefit of this research?
5. What is the limitation and scope of the research?

Write a specific purpose statement to avoid deviation from the research objective.

Study the example below:

Problem: What are the dietary needs of the elderly in nursing homes?

Purpose: To determine the dietary needs of the elderly in nursing homes so as to better satisfy and treat them.

### **Research Questions**

When, why, where of the research paper.

### **PAST PAPER SOLVED**

**Write a purpose statement for the following problem statement: [5 marks]**

Revolutions Per Minute (RPM), like other e-companies, is experiencing a critical talent shortage of IT professionals, making the recruitment of a multinational work force a vital concern of U.S. businesses. Meeting the cultural and communication demands of these workers poses serious challenges for RPM. There is a great need to find the real situation at RPM about the recruitment and employee retention as well as an analysis for creating better work place environment. The traditional workplace has to be transformed to respect the ways multinational employees communicate about business. Native English-speaking employees will also have to be better prepared to understand and appreciate their international co-workers. Unfortunately, many corporate policies and programs at RPM, and at other U.S. companies, have been created for native-born, English-speaking employees (Martin, 2005; Reynolds, 2008). Rather than rewarding multinational workers, such policies unintentionally punish them. There is a great need to find the real situation at RPM about the recruitment and employee retention as well as an analysis for creating a better workplace environment.

**Answer:**

**Purpose Statement:** The purpose of this study is to investigate the challenges faced by Revolutions Per Minute (RPM) in recruiting and retaining a multinational workforce, and to analyze and recommend strategies for creating a better work environment that respects the communication and cultural needs of these employees. This study aims to contribute to the development of effective policies and programs that support and reward multinational workers, while also helping native English-speaking employees to better understand and appreciate their international co-workers.

**Construct research questions for the above problem statement.**

**Answer:**

Here are some research questions that could be formulated for the problem statement:

1. What are the specific challenges faced by RPM in recruiting and retaining a multinational workforce?
2. What is the current recruitment and retention situation at RPM and how does it compare to industry benchmarks?
3. What policies and programs does RPM have in place to support and reward multinational workers, and how effective are they?
4. What is the impact of RPM's policies and programs on the recruitment and retention of multinational workers?
5. What is the level of satisfaction among multinational workers at RPM with regard to their work environment and communication needs?
6. What are the best practices for creating a work environment that respects the communication and cultural needs of multinational workers?
7. What strategies can RPM implement to improve its recruitment and retention of multinational workers?
8. How can RPM better prepare its native English-speaking employees to understand and appreciate their international co-workers?