Situation 4 Disgruntled Employee

Working from home

Due to the lack of discipline shown by Peter throughout the duration of his employment contract, I strongly advise against permitting him to work from home. Even if he did show outstanding productivity and self-discipline, it would be unfair for the rest of our employees. Having the team communicating online just because he demands to work from home is an inconsiderate gesture. However, allowing selective employees to work remotely is a double-edged sword. It could serve as morale boost, motivating employees to be more productive and disciplined in order to work from home. It could also be demoralizing the work atmosphere. Selective few are given permission to work from home might be favouritism in the eyes of some employees. Overall I think working from home for any employee is a risky decision and I would advise against it.

Software choice

Although .NET might be Peter’s choice of language, it might not be the choice of the rest of the team members. The project has been progressing in UNIX, if he had a problem with the language choice, he should have brought it up at the beginning of the development phase. Allowing him to change the project language to .NET would mean we lose all the progress we have made so far. Also it is a bad idea making the rest of the team members adapt to .NET just because he demands it. I would recommend that we stay with the current software choice.

Overall Recommendation

My personal recommendation is to terminate Peter’s employment contract. However, if senior management is set on keeping Peter for his high potentials, I recommend a probation period to be enforced. If his behavior improves, I would reconsider some of his demands.

Flesch-Kincaid Grade Level: 9.8