**ASSIGNMENT 2**

**Business Communication and Value Science**

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**CASE STUDY**

1. Describe the motivational problems of the staff at Health-Time using Maslow’s Needs Hierarchy.

Ans: **Physiological Needs:** Giving the workers a not too bad check alongside a crate of sensible advantages fulfills their physiological needs successfully. In this case, be as it is the physiological or the fundamental needs were not getting fulfilled. The check was pitiful and the advantages were being reduced off. The high-impact educators and receptionists, prior had the adaptability of booking and swapping their obligations to profit their different duties. This was not influencing crafted by Health-Time in that capacity. Matt had renounced such adaptability too. Unsatisfied physiological necessities make diversions among the representative and the resolve of Health-Time staff was low.

**Safety:** In this case, the safety needs mean job security. After Matt became manager, he was laying off employees for the sake of cost-cutting. If employees are facing the risk of being laid off, they will think of ways and means to get another job. Thus, their performance at the workplace decreases. This was occurring in Health-Time.

1. What strategies would you recommend to Matt to deal with the problem?

Ans:

* Matt should do a benchmark study and revise the pay checks of the employees at Health-Time. He should also create certain benefit keeping the needs of the employees in mind.
* For this, he can even play out an overview to check the attractive advantages of his representatives. Along with these, the physiological needs of the workers will be taken into account.
* To fulfil their wellbeing needs, Matt should stop preposterous lay-offs and give employer stability to the workers. He should offer self-sufficiency to the workers to perform in their activity scope. Along these lines, the workers will stay propelled and perform better, in this manner expanding the matter of Health-Time.