Introduction

The purpose of this essay is to analyze an existing problem in the Foxconn factory which needs the attention of the senior management in general and that of the Human Resource Department more specifically. The human resource department of any organization plays a very crucial part in the success of the organizations. The correct actions of the Human resource department helps in keeping the internal employees happy and motivated to perform their tasks with proficiency and dedication and thus proves to be vital for the organization in achieving their respective organizational objectives and targets. The next parts of the report highlights the problem which is faced by Foxconn factory in China which is related to the safety concerns of the work force which is employed in the factory. An action plan along with recommendations have been provided to take the necessary corrective action in order to overcome the existing problem faced by the senior management and the Human Resource Department of Foxconn factory (Donavan 2004).

In present-day, a vast of management issues has raised concentration of the world, and these issues have effect on each event happened in company’s operation. The arguments of people about this problems are vary, some people consider that companies face the issues about employee unrest, frequent industrial action, high absenteeism, workplace harassment, low morale, loss of profit, sabotage and so on. In the essay, the problem of organisations in terms of the observable or measurable symptoms it manifests is discussed. In addition, it would also consider and analysis the issues in terms of material drawn from any two different topics (Wirtz 2003).

Background of the company

Foxconn is a Taiwanese Multinational electronics manufacturing company headquartered in Taiwan. It is the world’s largest maker of electronic components and the largest exporter in China, Foxconn is primarily an original design manufacturer and its clients include major American, European and Japanese electronics and information technology companies. Notable products which company manufacture include the IPAD, I-PHONE, kindle, PS3,Wii and XBOX360 (Kasper 2002).

Foxconn has been involved in several controversies, mostly relating to how it manages employees in China, where it is the largest private- sector employer (Hoffer 2001).

Description of the Problem

# Problems associated with the safety concerns of the employees at Foxconn factory

The identified problem relates to the suicidal tendencies of the employees at Foxconn factory in China. The immense workload and the long working hours led to the employees deciding to end their lives as they were unable to deal with the ghastly working conditions. This was reported in 2010 when 18 Foxconn workers jumped off the building of the factory premises and 10 out of them ended their lives. To add to this, in 2011 an explosion in the Foxconn factory led to 4 deaths and injured more than 15 workers. Thus, the main point of the problem identified is the safety of the workers who are employed by the Foxconn factory. Most of the workers employed at Foxconn factory are from a young age group who often leave their homes in search for a living. The curiosity of the youngsters to be a part of the Foxconn factory is indeed impeccable as they line and queue up in huge numbers on the day when recruitment is announced at the factory. The workers who are young decide to take up accommodation at the factory premises itself so that they are able to report on time and also save upon travelling and commuting costs. The problem of immense dissatisfaction amongst the employees as far as the organizational practices is concerned (Howarth 2004).

It was not just about one particular employee which could have been seen as an exception, it was a binding decision of many employees which clearly implies that the senior management at Foxconn paid no heeds to the requirements of the employees which lead the employees take up such a disastrous decision. One can only think of sparing a thought for the families whose young children were involved in the whole incident. Being compassionate with them is utterly desirable for both the government of the country of China as well as the senior management of the Foxconn factory in order to avoid such unfortunate incidents in the future (Schlesinger 1991).

Analysis of the Problem

The main problem arises from the fact that Foxconn factory has to meet the delivery requirements and the pressure on the employees is so much so that workers at Foxconn factory are often required to work overtime. Although, there is adoption of a fair work policy which clearly states that none of the workers are required to work more than 60 hours in a week. However, the Foxconn factory is generally seen making the employees work for more than 72 hours of duration in a week. The employee’s work is very monotonous and hence the workers are often seen catching a nap in the middle of working hours. This clearly implies that the pressure of the required work which is performed by them is huge and the senior management must consider the option of hiring more workers to reduce the existing and cumbersome pressure from the shoulders of the current work force (Solnet 2008).

The deep analysis of the problem has highlighted that Foxconn have ignored the small requirements of the workforce which ultimately took the shape of a bigger concern. The growing demands of the products of apple must be duly compensated to the actual back end team at Foxconn factory and must be just utilized by the sellers of the brand name. Apple products, by no stretch of imagination are cheap products. Thus, the employees working hours should be reduced so that they are willing to contribute with maximum efficiency during their working hours. Also, the higher level of wages which is deemed to be their right after producing such state of the art technological products would lead to a higher level of motivation of the young work force employed at Foxconn factory (Wilson 1997).

Change Program

***Solution 1***:

The senior management at Foxconn factory must discuss the problem at hand in detail with the all the key stakeholders so that their support can be used in this matter in order to solve it. A good remuneration package can help the organization’s culture to be reinforced and it also results in facilitating the achievements of the strategic business objectives. The human resource department of the Foxconn factory must clearly state the problems via the medium of a job evaluation and pay survey conducted which would mention the problems faced by the employees while they are offering their services at Foxconn factory. This would in clearly identifying the job level and the pay range that is one affordable by the management and secondly is acceptable by the employees and results in motivating them. This is crucial to avoid any future mishaps that might occur and is of similar nature (Wirtz 2003).

Also, as identified above, there is a significant mismatch between the organizational strategy and remuneration offered to the workforce and the same is resulting in major barriers to the achievements of the business.

Furthermore, extra benefits like medical insurance, travel benefits, family support services must be offered to the employees. The employees who are loyal to the factory and who have been a part of the factory for over a fixed tenure must be credited with monetary compensations and benefits. For this purpose, the management must bring in a formal remuneration policy that reflects the organization’s strategic business culture and objectives; the same should be articulated and well communicated to all the employees to avoid ambiguity in the remuneration programs offered to the employees (Wilson 1997).

All the above mentioned points are some basic ways which can add up to contribute effectively to increase the respective level of motivation of the existing workforce so that the employees feel at ease while offering their services to the Foxconn factory.

The management must take some strategic actions as well in order to resolve the existing problems. As the attrition rate is identified to be huge at Foxconn factory. Every individual worker or employee must be asked the reason as to why they decided to quit the job. The identified problems must be tried to be solved as far as possible to motivate the employees to contribute to the success of the Foxconn factory in long term.

Health and safety programs reflect a galvanized strategic concern for employee productivity and quality. Poor occupational health and safety performance equates with poor Human Resource Management, and poor ethical, legal and social responsibility. If an employee health and safety program does not have a clear sense of purpose, to management commitment and financial support, then it will fail. To solve the problem the senior management must present their concern

To get the full project, please buy the Assignment by using this Link

<http://sampleassignment.com/pay-now.html>

Cost - £9