Case Analysis

[Name of Student]

[Name of Institution]

**Problem Statement**

The major problem for the company is that a critical employee was found pregnant just after she joined the office. To make things worse, she was employed as a system administrator and held a key position because there were many problems in the systems department of the company.

**Facts**

The company was finding it difficult to manage the technology change and needed a system administrator who can manage the systems properly. The employee was pregnant and she did not inform the company officials about this during her interview and selection process. There is a possibility that she did not herself know about her pregnancy. The news has been broken in the month of August when most people in Spain have gone out for vacations leaving less probability for organizations to get quality employees. There have been instances where people have worked from home for the company.

**Analysis**

The company can fire the employee and hire a new one in her place. This may raise legal concerns regarding firing an employee during her probationary period. Another option is to convince the employee to somehow work from home and help her colleagues in working. A staff member may be assigned the task to take training from her so that there are two people who can manage the systems. It will be difficult for the company to find a new employee at this time of the year.

**Final solution**

Company should convince the worker to work from home and at the same time train an employee so that he or she can work independently in her absence. It will develop a culture of help in the organization and senior employees will start training their juniors. Company will also be regarded as an employer that does not fire people discriminately. There should also be clear policies stating matters like this one.