Human resource Management

Name of Student

Institutional affiliations

**Answer 1**

The major motivational problem that the organization is facing is that the employees are not motivated by their higher management. There is no clear organizational structure in place which can identify a career path for the employees. There are three organizations which help the Department of Treasury and Finance to train employees. Employees from one organization do not know if there are any career opportunities for them in other organizations. Within the department, these employees cannot get to the required speed of work until and unless they have spent a considerable time working in the department. Employees had to work long hours and are stressed because of this work load. There is a mention that employees have to work on a very short notice to complete some of their tasks. This urgency along with a less than competitive pay package results in a less than motivated work force (Kim, 2015).

**ANSWER 2**

The major concept recognized is the staff turnover which is also the major problem identified in the case. The second concept is a total compensation plan which seeks to identify all the components which can retain an employee. This aspect is related to the case because a considerable percentage of employees are leaving this organization because of lower compensation packages (Verbeeten, 2008). There should be some retirement benefits given to these employees so that they can feel much secure in their job. The identification of career path is related to the organizational structure especially within the Department of treasury and Finance. A lack of knowledge among the employees about the prospects of their promotion will definitely create some disturbance among new and existing employees. The prospective employees will also think to choose that organization which can provide them with a better opportunity to get promoted over a period of time. At the present moment, people come, get trained and then opt for better career opportunities.

# **References**

Kim, J. (2015). What Increases Public Employees’ Turnover Intention? *Public Personnel Management*, 496-519.

Verbeeten, F. H. (2008). Performance management practices in public sector organizations: Impact on performance. *Accounting, Auditing and Accountability Journal*, 427-454.