Title page

Week 4

I think that the biggest challenges faced by Lyft Uber, Sidecar and EatWith is employees’ resistance to change. People at different organizations exhibit their hesitance to change. There are many factors which undermines acceptance of change. With change in the society the needs of people also changes which poses significant challenges for the organizations. Absence of flexible attitudes from employees is one of the significant challenges faced by thee companies. The video depicts that customers have the right of choosing their service providers. Customer choice is influenced by customer views which can be disadvantageous for the service providers who have attained negative ratings. This strategy may be in favor of the company but it threatens the position of the employees. This can cause workers to lose their job if they fail to acquire customers good rating.

The central issue highlighted by the video is mitigation of the need for regulation. Government regulation will also plague the innovation because adoption of new policy or customer focus strategy requires managing employees also. The company must assure the employees that it protect their interests such as by securing their jobs and helping them in updating their skills through offering training programs.

This reflects that these organizations must adopt effective strategy for addressing employees resistance to change. by providing awareness and education it is possible to develop flexible attitudes which acts in the favor of implementing new policies and rules. The implementation of new policy and rules depends on promoting workplace flexibility. This suggests making changes in the location, work style and methods. They must not be bound to follow a single strategy or procedure for doing the work. Offering them flexibility will improve their level of motivation and increase their possibilities of accepting new changes.

References

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