## Worksheet: Capitalizing on Case Studies

**Part A**: Generate solutions to solve a problem in this short case study.

Your vegetable processing plant has a job marked by extremely high turnover. Your most recent two hires, James and Sally only stayed a few weeks. Among slightly longer-term employees, absenteeism and tardiness are high.

The reason? The duties are repetitive, tedious, dirty, smelly, and generally low status. Typical tasks include wrapping the garbage for removal, sweeping and mopping floors, and scrubbing walls, cleaning several restaurants, and hosing down garbage cans. The volume of work is such that "free time" is generally available, ranging from 45 minutes to nearly 2 hours daily depending on the workload and the pace of the worker.

You are Bill, the human resources manager of this plant. What will you do to significantly extend the period of time in which the employee stays with the company?

**Assignment 1**: Analyze the case study and generate solutions.

assignment 2: Create your own case study based on the principle provided. Use the chart below to gather your ideas to build the case.

|  |  |
| --- | --- |
| **Development Step** | **Case Information** |
| **Principle** | Chronic lateness to work in the mail room |
| **Situation** |  |
| **Symptoms** |  |
| **Characters** |  |
| **Case** |  |
| **Questions** |  |