

2. To determine and study the reasons for the management to dismiss an employee.
3. To identify the attitudes and opinions of the managers and employees to the threat of dismissal.

Background of the Study

Fashion Ltd may decide to dismiss some employees and this may have a negative impact on their motivation.

In the study one will be able to learn the various factors and reasons for dismissal and firstly some employees may have a bad conduct and they may not listen to their supervisors and managers. Another point is that some may not follow the established rules and regulations and hence they may be dismissed. Business re-organisation is another reason and the management may dismiss those employees who do not accept changes. Conflict of interest is also considered and for instance an employee may share confidential information with its competitors (Primark Ltd). Some employees may be dismissed due to their poor performance.

The study helps to examine reactions and perceptions of employees of the organisation to the threat of being dismissed. For instance if the employees do react negatively or positively and also do they feel safe in the organisation. Their opinions are also taken into consideration by the management in regards to this threat and it is likely that some may have bad opinions. Some may feel dejected and may not be motivated to work better.

Reference Details

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Books

1. Collins D (2009). *Essentials of Business Ethics, Creating an Organisation of High Integrity and Superior Performance*. John Wiley and Sons (accessed on the 30th August)
2. Clarke Jane,White A (2002).*A Guide to good employment practice in the community and voluntary sector,2nd edition* .Combat Poverty Agency (page 36) accessed on the 30th August)

QUESTION 4

It is very important for the researcher to present the findings from questionnaires and interviews effectively for future purposes. Questionnaires have been sent to eight different employees in order to know their views and opinions in regards to the threat of being dismissed.(refer to appendix) Different answers have been collected from the selected participants. It should be noted that 37.5% of the participants are indeed discouraged to work efficiently. They are also against the decision of the management. While the rest 62.5% are in favour of the decision and they are motivated to work harder. (Refer to appendix P28).from the interviews, eight different employees have been chosen and 75% are motivated to work effectively in order not to be dismissed. They follow the rules and regulations set by management and they help to achieve the chosen aims and objectives. 25% of the participants are not keen to work and they are afraid to be dismissed by the management. (Refer to appendix PG28). The researcher has been gathering information about the reasons for dismissal from the two methods and he has calculated the percentage for each one (refer to appendix.)

It has taken approximately 17 days for the researcher to prepare the questions (use of Microsoft word) for both methods and conduct the surveys. He sent the questionnaires by email and it is indeed a good way to communicate and time is saved as well. The participants got the email instantly and they were given enough time to answer all the questions. The

THANK YOU

INTERVIEW

Good morning, for the purpose of project I am going to ask you some questions to have an idea of your perceptions with regard to the threat of DISMISSAL at work. all the information you provide will be treated confidentially and will not be shared with a third party under any circumstances.

Q. To begin with, I would appreciate if you could tell me how many years you have been working for this company?

Ans: 7 years

Q. Have ever witnessed any of your colleagues being dismissed?

Ans: yes

Q. For how many years has the person been working here?

Ans: about four years.

Q. Do you think it is a good or bad decision from the management to dismiss the employee in question? And why?

It is indeed a good decision from management to dismiss the employee . she was always late and often absent. I had to complete her tasks when she was absent.