Staffing Plan for a Growing Business

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Scenario 1

**Types of Staffing Models**

The staffing models that could be applied in the scenario regarding technology company expansion to develop and distribute remote surveillance cameras to different government agencies include staffing quantity and staffing quality (Haas, Vlasses, & Havey, 2016).

**Staffing quantity model**

The staffing quantity model explores on the determination of the firm’s workforce level positions and requirements for the organization’s expansion. Based on the staffing quantity model, the level positions include fully staffed, understaffed, and overstaffed with equal, more significant, and less workforce available, respectively.

**Staffing quality model**

Staffing quality model can also be applied based on the employees' job match concerning knowledge, skills, abilities, and other vital characteristics for better job performance. According to the staffing quality model, the organization’s operations are characterized by individuals’ rewards, requirements, qualifications, and the need for technological expansion.

**The best staffing model**

Staffing quality model is the best suit for the scenario regarding the development and distribution of technological appliances to different government agencies starting from the home state (Haas, Vlasses, & Havey, 2016). Staffing quality models can best fit the company’s productivity, efficiency, and enhance potential future growth as well. The model is considered the best due to its influence on the organization’s staffing qualifications, job match, and the impact created on the outcomes. The effectiveness, productivity, and future growth related to staffing quality models are based on the customers’ attraction to the company, proper performance, retention, attendance, and satisfaction for the employees.

**Effects of staffing models on the organization’s processes**

With the organization’s operation processes such as outsourcing, consulting firms, and contingent workers, the staffing quality model indicates a positive impact. Staffing quality model ensures the right personnel performs relevant operation processes within the company, thus enhancing productivity, efficiency, and potential growth. The staffing quality approach also influences the effectiveness of the organization’s processes through ensuring job match; therefore, every added workforce will ensure professional performance within the technological field.

  However, the Staffing quantity model can also positively influence operations within the organization based on the level positions of the staff. Based on the staffing quantity approach, making the organization become fully staffed will enhance equal workforce availability. The understaffed scenario will result in an increased workforce available while over staffed levels will result in reduced workforce available (Haas, Vlasses, & Havey, 2016). Therefore, staffing quality and quantity models positively affect the organization processes based on the job match and fully staffed standards, respectively. The organization can successfully achieve the development and distribution of its technological appliances by ensuring quality and enough staff are employed.

**Potential Legal Issues**

Various possible legal issues can be encountered when initiating equal employment chances and diversity within the working environment when acquiring employees with required certifications and credentials (Brown, 2018). First, hiring discrimination may cause legal complications within a diverse workplace. A different working environment requires equal treatment and non-discrimination to all employees concerning the company terms and conditions. However, the legal issue regarding discrimination may result due to unfairness during individuals’ compensation, application of organization policies, and other benefits. The challenge can occur based on the employees’ age, color, sex, origin, race, and class (Brown, 2018). Granting technological jobs to specific employees within the organization may result in discrimination claims within the workforce.

Second, working with fair labor standards and wage-hour concerns can result in legal issues within the working environment (Brown, 2018). According to the labor laws, the employees are required to work for a specified period about their minimum wages while any overtime working needs extra pay. Therefore, the organization of part-time schedules and shift-swapping can trigger legal challenges within the company more so when telecommuting and flex schedules are involved. The company can be tempted to implicate the regulated working hours and minimum wages that the personnel is required to get. This can base on the organization’s level of performance and the revenue it collects from the developed and distributed technological surveillance cameras.

Finally, the legal work requirement exposes different employees to family and medical leave, which should be job-protected and paid as well (Brown, 2018). The challenge may emerge the company requires to meet its target regarding the development and distribution of the surveillance cameras, and specific workers who operate should have their leaves. The organization may be tempted to alter the set laws and make the workers perform adequately within the workplace to enable achievement of the business goals. Therefore, denial of the family and medical leave periods for the working professionals might result in a legal issue within the company.

**Method of achieving transparency**

Staffing quality models can be used to enable clarity of the organization’s operations and prevent the occurrence of legal issues that might arise due to discrimination. Besides, the model can help in achieving recruitment transparency and allow absorption of the qualified, skilled, knowledgeable, and experienced staff. The method that can be used by staffing quality model to eliminate the discrimination as the legal issue involves setting qualification standards for the individuals to attain before getting employed for the development and distribution of surveillance cameras. Setting the required qualifications to be met by the employees can critically grade workers into their specific job groups (Brown, 2018). This will help in proper selection for job performance without discrimination. It will also enable wage distribution among the workers.

**Tasks for Job Descriptions and Requirements**

The functions that are required to identify, analyze and develop job requirements within the organization include setting the business target, determining the availability of workforce, and availability of funds to support the recruitment and operational processes (Baker, 2016). By setting the business target and goals, it is easy to identify, analyze, and develop the job requirements which successfully meet the organization's production demand. Determining the availability of the workforce within the region can permanently enable the proper selection of qualified employees. Therefore, allowing the need to identify, analyze, and develop job requirements based on the workforce availability. The other task involves determining the adequacy of funds to support the process. This creates a leveled ground for complete planning of the job requirements during identification, analysis, and development of job descriptions.

The task statements that will be used include the need to expand the business with a target in developing and distributing surveillance cameras not only within the home state but also in different government agencies (Baker, 2016). The other statements will include hiring more qualified staff with the available funds without creating a financial crisis within the organization.

The identified, analyzed, and developed job descriptions will be reviewed every three months to check the need for adjustments. The company performance should be determined after three months to evaluate whether the job descriptions support business growth or require some changes. This will enable proper performance initiation and reviews on the on-going business operations. It will also evaluate whether the organization has achieved its target or not for a further adjustment (Baker, 2016).

**Methods to Solve High Employee Turnover**

The best ways to address high employee turnover and acquisition of knowledgeable, skillful and experienced workers involve hiring the right people, providing competitive pay and benefits as well as giving flexible working schedules (Aliyu & Nyadzayo, 2018). Through hiring the right employees, the company can effectively fill the open position with workers having cultural and behavioral fits. It is also a way of employing individuals with the required skills, knowledge, and abilities. Offering competitive pay and benefit is another method of addressing employee turnover. This includes god compensation with inclusion to benefits like housing, utilities, and food. It is a strategy of containing the workers to prevent their movement to other businesses. Allowing flexible work schedules for the employees can also reduce turnover. It involves letting the workers adjust their job location and time without harassment. This is a way of encouraging the employment of skilled workers who don’t think of changing their working environment.

**Succession-planning method**

The succession planning method would be of importance to the company since it provides a better way of making employees adjust to the job conditions (Aliyu & Nyadzayo, 2018). The technique requires an employee to alert the employer one month before his/her contract termination to allow a chance for new recruitment, job training, and handing over. However costly it would be, the method would ensure the company retains the skills, abilities, and knowledge required for the position.

**Reference**

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