
Six Steps Problem Solving approach

Introduction

The paper will examine the problem and evaluate the issue by using the six-step problem-solving approach. The assignment is asking what you are doing when you are faced with a question. When are you going to fix it and what steps have you taken to ensure that it is properly resolved? The six methods for problem-solving will be applied to scenario 1 in this task. Where a person has to make a difficult decision between changing his job to increase his finances immediately, or staying where he is currently working, which may allow him to continue his education along with financial support from the employer. This paper will present a synthesis of all relevant ideas on how to solve the problem in Scenario 1, using a six-step systematic approach. As Voltaire said, 'No problem can withstand the assault of sustained thinking.' [Week 9 Assignment 2: Problem Solving. Strayer University Blackboard 2020]

Scenario 1

The problem that was given, "You have worked at your company for eleven years. You have returned to college to earn a Bachelor's degree to increase your chances for a promotion. You are nearly finished with your degree when a supervisor's position in a competing company becomes available in another state. The start date is in two weeks, during your final exam period for your courses. The position offers \$15,000 per year salary increase, a car allowance, and relocation expenses. Your former supervisor works for the company and is recommending you for the position based on your outstanding job performance; if you want the job, it is yours. All of the other supervisors at this level in the company have Master's degrees, so you know that you would be expected to earn your Bachelor's degree and continue to a Master's degree. Your present company offers tuition reimbursement, but the new company does not." [Week 9 Assignment 2: Problem Solving. Scenario 1. Strayer University Blackboard 2020]

Defining the problem/scenario

The problem in this scenario is that this person has worked for this organization for over 11 years. The current employer has funded this employee with regard to the repayment of school fees, giving this individual the ability to continue their education towards a bachelor's degree. Just before completing this degree, the competitive company has shown an interest in recruiting this employee and has agreed to raise their current salary by \$15,000, including car allowance and travel costs for the company, because the work is in another state. However, there is no educational assistance and recognition that they would need to pursue their studies in order to earn at least a master's degree the new company. The person who offered this opportunity is a former supervisor and has told the individual that the position is theirs if they want it, but their start date is to complete their degree during the final exam. The ultimate issue is that this person must decide if he is loyal to his or her current business, or if he wants a financial boost in pay and a new supervisory role with a rival organization.

Analyze the problem/scenario

This person has been employed by their current employer for more than 11 years. This person has returned to school in order to further their education by taking use of the value of the refund of school fees provided in their current job. This person was recommended by the former supervisor for a supervisory position with a competing company located in another state. This new role will begin during the same time as the final exams for their bachelor's degree. The new company will allow this person to continue their education at the level of at least a master's degree. So, look at this problem / scenario. This person wants to know if a move to another state, working for a competitor of their current employer, is worth a financial boost of 15,000 per year's salary to leave their existing company. Therefore, the burden of not completing the final test, of having to repay the current company for these last courses, is worth the risk of giving up on that company for 11 years. Leaving their current employer at this time may be unethical in terms of employment, but a chance for promotion in the same organization might not come back for a while. Financial stability and the cost of living are other important aspects of analysis and consideration.

Generate options for solving the problem in the scenario.

A few possibilities for this problem / scenario may be request a meeting with their current employer and remind them that it is time for them to complete their bachelor's degree and to discuss potential developments within the company. Express the desire to transfer to a supervisory position and therefore receive a new pay raise for the new position. Let the current employer know how thankful you are for the benefits that have helped you to obtain a bachelor's degree through the use of the scholarship assistance program. Another choice would be to schedule a meeting with the new company and explore the possibility of a new start date. This would have arisen after the finals of the last courses needed to complete a bachelor's degree for which they had worked so hard to obtain. I would think that either choice would help to produce the response required to make a final decision on which where to work. If the new company fails to apply for a new start date, it may not be the enterprise that can operate in certain circumstances in the future. If the current organization values and supports your contribution to the future of your education, then with eleven years of tenure and seniority, this could be the best option.

Evaluate the options for solving the problem.

If the current employer acknowledges that the commitment and devotion this employee has shown by earning a bachelor's degree; while still employed on a full-time job, it is worthy of advancement or at least an advancement. This problem could be overcome at this stage of problem-solving. If the person still wishes to have the opportunity to work for a rival who would have a great deal of interest in recruiting them, then the appraisal may appear as such. Starting with a new organization will generate the stress of learning new policies, needing to relocate to a new state, and maybe getting less vacation time to be able to invest a new pay rise. Going to a new organization realizing that you need to pursue your schooling in order to receive at least a master's degree, and to pay for these new courses without any help, can be very difficult. Certain questions can remain as follows: does the current company have any sort of non-compete clause, meaning that you cannot go to work for a rival after you voluntarily quit the company? Is there a potential provision that you will work for a certain period of time after the company has paid for some kind of training or further education? Evaluating these choices will aid in your final decision whether to start a new career with a new company or continue with a

business you have invested eleven years with.

Decide on the best option for solving the problem.

The best way to solve this problem will be to look at various variables of impact for each potential solution and determine which solutions to retain and which to neglect. Does the increase in pay, the new position and the added benefits outweigh the 11 years of leaving a company that you have worked for? (No) With an increase in pay, does the additional cost of continuing your education towards a master's degree outweigh? (yes) Starting a new position with a company and being the newest, less-permanent employee, worth giving up 11 years with the current company? (No). Your current employer will also be paying for a Master's degree to prepare for potential progression. Loyalty to a company that has spent money on you to educate you in the hope that the firm will benefit from the knowledge you've learned.

Explain how you will implement the decision made and reflect on whether this option was the most effective.

Implementing this decision would be easy, ethical and moral for me to remain with my current employer if, after meeting with them, they agreed that, since my Bachelor's degree was completed, promotion and salary increased. The transfer and the potential cost of repaying the company for the last classes that would not have been completed due to the need to move and continue with the new company before the final exams would have been sufficient to affect the newer company. Starting with a new company, losing both rights and future free time will weigh my decision to continue with a organization that trusts enough in me to pay for my schooling. The overall decision is to remain with the existing company.