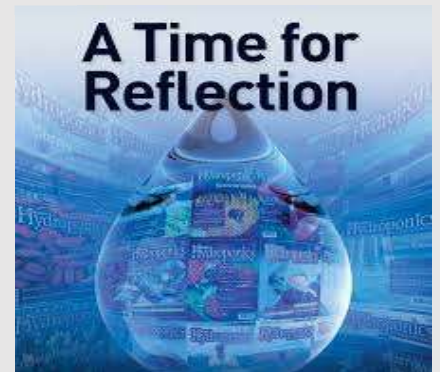


# Reflection Time for the Management

Are the employees (colleagues, teams & departments)

- routinely going the extra mile?
- learning new skills?
- helping your organization meet its goals?
- understanding the role they play in the company's success?
- feeling adequately appreciated and rewarded?
- believing leaders have a sincere interest in their well-being?
- finding it very difficult/resist to the organizational changes?
- enjoying their tasks at workplace?
- working in a positive work environment?



# Symptoms/Indicators of Dysfunctions in Organizations

- Substandard Performance
- Frequent Customer Complaints
- High Absenteeism and Turnover
- Frequent Employee Health Concerns
- Frequent Conflicts in the organization
- Low Morale
- Accidents
- Wastage of Resources



# PROACTIVE SERVICES by MANAS

**“The real issue to be solved is almost always hidden beneath the visible symptoms.”**

To prevent the above said issues from happening, the Management is highly recommended to be proactive, in order to prevent problems and major financial loss. Proactive comes when the decision is made to attack the problems at the root before they are in the wild causing consternation for your teams and your customers.

Generally, organization utilizes services as a proactive and a reactive strategy for improving the performance and productivity of their human capitals. **MANAS** recommends and also provide following Proactive Corporate Services:



- 📌 Recruitment:** recruiting and training the right talent is the heartbeat of functioning/effective organizations.
- 📌 Skill Development of the Existing Employees:** It is pertinent to routinely assess the need for employees' skill training especially during promotion, performance appraisal etc.
- 📌 Organizational Changes:** changes are inevitable in any organizations. It is always better to prepare the employees by updating their skills, to meet the needs of the company requirements.

✚ **Managerial Training:** *“Many skilled employees do not leave the organization, but they leave their managers”.*

Hence, Effective management requires a wide range of skills, so that it helps the team to accomplish its objectives efficiently and effectively.



✚ **Exit Interviews:** It is important to conduct routine exit interviews to act upon the reasons of employee turnover, before it is too late.

✚ **Routine Mental Health and Stress Surveys:** Mental health issues are directly related to the productivity of the employees. The survey reveals people who may be in need for mental health services, before it starts affecting their performance.



✚ **Routine Attitude Surveys:** This reveals the pulse of the organization and gives inputs for any training if necessary to address the attitude problems, which may directly/indirectly affect the performance. Organizational Climate and Culture surveys help in the identification of dysfunctions, which need to be addressed immediately. It also gives inputs regarding organizational development.