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M6A1 Final Project Draft: Creating an Improvement Strategy and Action Plan

RODERICK TAYLOR submitted Oct 1 at 11:34am

Running head: WALMART IMPROVEMENT STRATEGY

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Walmart Improvement Strategy

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WALMART IMPROVEMENT STRATEGY

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Abstract

The project aims to find out more about the necessary action plan and recommendations which can be applied on Walmart to act as an improvement strategy. Walmart has so many employees around its stores, and this has enabled it to face performance problems which should be solved immediately for a better future. I would recommend for Walmart to install effective reward systems for better motivational factors to all employees. The human rights department is putting across methods in which they ensure that employees access more opportunities. Measurement of the level of dissatisfaction by the employees would provide accurate results and enable Walmart to design a perfect strategy to solve it. The data collection techniques used to gather information will entail engaging various employees so that full details necessitating their behavior can be collected for the action plan to be taken. Lastly, the designed action plan for Walmart to achieve more goals and objectives as it eliminates its weaknesses will entail implementation of all the recommended strategies so that it may achieve tangible results over the years.

Walmart Improvement Strategy

Introduction

The main reason for this project is to find out more about the necessary action plan and recommendations which can be applied to Walmart to act as an improvement strategy. Also, these strategies are to be strictly enforced on the weaknesses that Walmart has so that better recommendations can be applied for a change. The main action plan, therefore, will revolve around the performance management by Walmart whereby it will entail factors such as setting better working conditions for all employees so that they may be comfortable to work towards the achievement of the company's goals and objectives (Management Study Guide, 2018).

Background and Significance

Walmart has so many employees around its stores, and this has enabled it to face performance problems which should be solved immediately for a better future. All the recommended strategies should be geared toward the achievement of better employee management and a progressive business turn over (Smithson, 2017). Hence, the project will discuss more on the implementation of the recommended strategies for better results and positive change.

Performance Management and Reward Systems

Walmart's employees are not subjected to better reward systems, and this has affected its performance management for a very long time now. For instance, many employees complain that their efforts are not rewarded as they expect and therefore the company should improve on this (Management Study Guide, 2018). Hence, I would recommend for Walmart to install effective reward systems for better motivational factors to all employees. The compensation package, in this case, can be in the form of incentives or bonuses to all employees who show positive work results.

Performance Management Process

Walmart has outlined some of the primary strategies to ensure that high performance by the employees is attained. For instance, all the needs of employees should be taken care of so that they may be comfortable and contented on the treatment they obtain from the company (Smithson, 2017). Also, the human rights department is putting across methods in which they ensure that employees access more opportunities as they work so that their pay may be raised.

Performance Management and Strategic Planning

Walmart has also laid out some plans to ensure all set objectives and goals are achieved successfully through a good performance by the employees. For instance, strategic planning has incorporated the wellbeing of the employees through all their work experiences at the company. In this case, I would suggest for research to be carried out to investigate further on what can be done to improve on the welfare of the employees (Management Study Guide, 2018). This is achievable through conducting a study on the contentment and satisfaction of the employees so that perfect strategic planning can be carried out for better corrections to be made.

Defining Performance and Choosing a Measurement Approach

Performance in Walmart is viewed through an accurate measurement approach which is shown in the results of the research procedure carried out previously. Measurement of the level of dissatisfaction by the employees would provide accurate results and enable Walmart to design a perfect strategy to solve it (Smithson, 2017). Therefore, walmart will take into consideration all the complaints passed down by the employees and look for means to address them so that employees can display better performance behaviors.

Measuring Results and Behaviors

Measuring of results, in this case, will also include all the behaviors that have been associated with most of them. For instance, the company will look out for any wrongs and mistakes committed by the employees so that it can work on how to solve and correct them (Management Study Guide, 2018). In this case, I would recommend for punishing of the employees on the wrong so that they can act as examples to the rest of the workforce and ensure to improve the overall performance.

Gathering Performance Information

The data collection techniques used to gather information will entail engaging various employees so that full details involving their behavior can be collected for the action plan to be taken. For example, some of the data collection procedures will entail the use of questionnaires to investigate further on the level of dissatisfaction of the employees (Smithson, 2017). Also, an observation method will be incorporated to check out on all employees who are on the wrong so that an analysis can be carried out for better applications of the correction methods. These methods are entirely accurate and credible, and therefore Walmart can rely on them for the perfect results.

Implementing a Performance Management System

To improve performance management systems at the Walmart stores, a better and more advanced human rights department should be employed so that all employee complaints are handled carefully to showcase better results (Management Study Guide, 2018). Also, the best performance management system to be applied would be to offer more training to all employees who are carrying out their tasks wrongly so that they may perfect their skills and provide better performance in the end.

Performance Management and Employee Development

Walmart has therefore applied some strategies to ensure that employee development is being achieved and more profits are being reflected annually. For instance, it has concentrated more on employee training especially to evade more mistakes that have been committed previously and have led to poor performance (Smithson, 2017). Also, Walmart has ensured to apply more job promotions and increased compensation so that employees can be more satisfied with their work and receive more motivation always to target more improvement in their performance.

Performance Management Skills

To ensure high performance, the employees have been organized in a way that suits their roles and responsibilities and according to their skills and abilities in different roles. This arrangement has ensured that each employee focuses more on performing in the best way in their assigned roles so that better performance can be reflected annually (Management Study Guide, 2018). Also, Walmart has ensured to train more employees in every three months so that their skills can be enhanced for better results.

Reward Systems and Legal Issues

Reward systems offer motivation for employees to achieve more goals and results in better performance. Therefore, Walmart has put across more effort in the implementation of better reward systems so that all employees can be encouraged to work harder and reach higher targets as they strive to qualify for the rewards systems (Smithson, 2017). Also, Walmart has employed more legal representatives who can certify these reward systems and always offer legal advisories to the company.

Managing Team Performance

The leaders at Walmart are now committed to ensuring team performance, especially through their work delegations. Therefore, I would suggest for the company to train more employees on how team performance is achieved so that sales may be improved annually (Management Study Guide, 2018).

Recommendations

Based on the above project, I would recommend improved strategies for Walmart such as designing ways in which employees are satisfied with their work so that they can perform better. Also, all previous mistakes made should be eliminated by exposing all employees to more training directed at enhancing their skills as they improve their performance level (Smithson, 2017).

Action plan

Lastly, the designed action plan for Walmart to achieve more goals and objectives as it eliminates its weaknesses will entail implementation of all the recommended strategies so that it may achieve tangible results over the years. These recommendations include plans set aside to offer training of employees on how to maximize their potential and increase the sales volumes of the company (Management Study Guide, 2018). Also, application of reward systems will motivate the employees more based on their performance rate.

References

Management Study Guide. (2018). "Performance Management and Reward Practices." *Management Study Guide*.

Smithson, N. (2017). "Walmart SWOT Analysis & Recommendations." *Pan more Institute*.

Hi Roderick, please remove first person from your submission. Your work is cited well. Please ensure to run a grammar check prior to posting your final submission and include your action plan.

TRACY SIPMA , Oct 9 at 11:13pm

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