

Integrative Term Project  
(Course Name and Code)

(Institution Name)  
(Departments Name)

(Students Name)  
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It is the aim and policy of Ben & Jerry Ice-cream Company to provide a service that is of high quality in terms of profession through the management of the human resource. This means that the company has to have the right people in terms of competence, qualification, potential and ability at the right time and the right place. This also means that the company employees should be motivated and be retained by the company for a longer time. Hence, the aim of this paper is to explore the means in terms of policies that staffing can be incorporated and the means that the staff should be motivated. It brings in the policy difference that can be applied in Nigeria that is unique from United States.

### 1. Staffing Policy

The aim of the company is to ensure that there is equitable distribution and allocation of the human resource to the teams and units that are concerned in terms of the published workload ratio that has been set and bringing in respect. This incorporates the cultural and social aspect of the host country. Nigeria, which is an African country believes a lot in their culture and social norms that should be incorporated into the policy development. Managerial positions should be structured in a way that it brings in the social and cultural aspect without causing any conflict or misunderstanding between the employees and managers. Moreover, the location of the organization will determine the number of people that are employed in that region.

The human resource department recognizes that probation grades and experience when it comes to a range of practice functions is important for the professional development. The managers should have the right educational qualification that is supported with experience that is appropriate at that time. However, the local people should be given an opportunity that requires less strict career qualifications and experience because of availability of the employment and educational standards of the region. The policies that should be developed should bring into focus the shortcomings that are faced by the locals in terms of educational qualifications. The standards that are stipulated in America should not be the same as those that are applied in Nigeria. Nigeria is a country that is not fully democratic in employment and there is some evident of corruption. Therefore, the conditions that will be used should be flexible in put this into consideration.

When there is a specific career opportunity that is not affected by the normal transfer any employee that has the credentials is given an opportunity to show their interest. Moreover, the opportunity is given to those locals from that specific region and a higher chance is given to them for their selection. Additionally, the developments needs and strengths are checked from the individual appraisals and previous accomplishments. Gender issues are sensitive in African states and should be deliberated before any policy being developed.

Thus, the organization will support and encourage the individuals who have managerial positions in relation to secondments, career breaks and job exchanges, which are subject to the conditions that are set by the management board and the locality of the applicants. Moreover, the management board has the discretion that decides on the employment of specific members of the local population and ensuring that the employed staff meets the standards of the environment and mostly of the local people (Hawthorne 2003, pp. 123-124).

### 2. Leadership and Motivation

The aim of any organization is to have a human resource that is efficient, focused and committed in fulfilling the objectives and goals of the organization. The leadership that is shown and exhibited by different employees and especially the managers ensures that this is obtained. Hence, for an excelling team in an organization, the cornerstones are motivational practices, effective reward system and goals constitutes reasons behind an excelling team.

There are different ways that contributes in motivating of team players. One of them is the challenging duties that are assigned to the staff with specific goals that are expected from the staff members. Job specifications should be inte

resting and organized in a way that the desires and needs of the staff are motivated. When a job is not satisfying, the employee will likely not get motivated. Therefore, the more autonomy, challenge and diversity ensure that the staff is intrinsically satisfied (Baker 2006, pp. 90).

After the job been completely defined, goals that are attainable are set and the staff tries to achieve them. The acronym SMART illustrates the specifics of job satisfaction that ensures that the goals are achieved in the way that is required. Hence, the goals that are designed and set are behavior changing, measurable and unambiguous. It states what should be accomplished and forms the foundation of consistency that streamlines the teams focus.

Different members of the team are usually motivated by different variables. The managerial team should understand the variables of the employees' motivation factors. Some of the common motivation factors that are evident to the general staff are the working conditions, good relationship, fair wages and the sense of camaraderie with the fellow staff. Hence, the motivational factors that are evident in each staff should be understood, analyzed and decided (Bramwell 2005, pp. 78).

A structure should be development that guides the recognizing and rewarding of the staff. This will avoid bias and will at the same time uphold fairness. The term fairness means that discipline and reward forms the basis that recognition and reward will be based on. This means that the team should have the appropriate tools such as support, training, necessary tools and resources that ensures that the goals are achieved.

Staffing policy is important and can operate effectively in a planned process and based on informed decisions that are championed by engagement of individuals and the managers in ongoing appraisal and in a career planning process. Additionally, there should be acknowledgement that requires an agent attention that is outside the planned process. Therefore, when a time arises where an employee is to move, respect and confidentiality is prudent.

Motivation is a significant aspect which ensures that the staff is organized in whole heartily fulfills their requirements. Hence, the leadership team should ensure that the staff have access to all tools that ensures that they work in a comfortable environment which will likely result in achieving the required goals. Hence, there are many ways that motivation may be achieved and in most cases include setting of goals, challenging tasks and recognition that are drawn clearly to fulfill the needs of the organization.

## References

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