**Unit 3 – Managing a Business**

**Learning outcome 2 – Managing Employees**

**CHAPTER 5 Key Knowledge Task**

A teacher has been teaching for 5 years, they have been going up the pay scale as this is part of the teachers pay agreement. The teacher knows what they will be paid over the next 5 years of their career. The teacher is a little disheartened with the school and some of their policies which is making it hard for them to teach the way they would like to.

The teacher is teaching VCE and VCAL classes and has set themselves goals and objectives to achieve as a teacher. While also sitting with a senior leader of the school to work on specific personal goals in conjunction with the school goals and objectives.

The teacher enjoys their jobs however 5 years in to teaching is now looking to continue to develop and become a better teacher.

From the case study above answer the following questions on motivation, theories of motivations and motivations strategies:

1. **List and explain how,** what Performance Management Strategies are being used in the case study above.
2. **Justify 2** new Performance management strategies that could be used to motivate this employee
3. Would “**employee observations”** be a good performance management strategy for this employee? Justify.

1. This teacher has decided to leave teaching and work as a plumber
   1. What type of termination is this, Justify your response
2. This teacher has one tattslotto and has decides to stop teaching and leave the work force.
   1. What type of termination is this? Justify your answer
3. The teacher has repeatedly not followed direct instruction from employer and has had their employment terminated.
   1. What type of termination is this
   2. What entitlements would available to this employee upon their termination?
4. After 8 years of working for the employer, The school has closed down due to low student numbers, There is no longer a need for this teacher and another teaching job can not be found for them, as a result they will no longer have a job with their employer
   1. What type of termination is this
   2. What entitlements would be available to this employer considering their 8 years of service
   3. What should the employer to do support their departing teachers/employees