

Case Study (Taglish): Young, but Disgruntled Expert



SI MARIO, 28 years old ay isang U.P. cum laude graduate of mechanical engineering and a board topnotcher in a government licensure examination. After graduation, he was hired by a car manufacturer based in Laguna.

Nakita agad ng management ang kanyang natural na galing at vast potentials. Kaya after two years, siya ay ipinadala ng kumpanya para sa isang technical training sa Japan. Pagkatapos ng limang taon at matapos niyang matutunan ang *Nihongo* at maraming strategy sa pag-gawa ng maraming kaizen projects siya ay bumalik sa Pilipinas at sa dati niyang pwesto sa kumpanya.

Nagulat si Mario. Hindi ito ang pangako ng boss niyang Japanese sa factory dito sa Pilipinas at ganun din sa Japan. Ini-expect kasi niya na mapo-promote siya ng at least two ranks higher. Kaya lang ang dati niyang boss ay nag-retire na at bumalik na sa Japan. Sinubukan niyang kontakin ang dati niyang boss, pero hindi na niya eto ma-contact kahit sa Facebook. Duda niya ay parang pinagtataguan na siya.

He believes that it was an unfair situation for him to spend five long years in Japan, leaving his young family behind in the Philippines to dutifully comply with a foreign work assignment. Naniniwala si Mario na hindi kayang tawaran ang kanyang mga bagong kaalaman kahit na sino sa Pilipinas. Inisip niya na mag-resign na lang kaya lang me kontrata siyang pinirmahan for three years kapalit ng kanyang expensive training.

Wala siyang choice kundi manatili sa kanyang dating posisyon. The trouble is that he has become unwilling to share his expertise with anyone. Ayaw niyang mag-share ng kanyang kaalaman at marami siyang sinasabing dahilan para iwasan ito. Pero hinayaan lang siya ng management hanggang isang araw ng madiscover ng management ang pagdami ng mga rejects sa factory. Meron tuloy nagbulong sa boss: “Hindi kaya sabotahe iyan ni Mario?” Pero wala namang ebidensya ang management.

Mario has become a loner and an incurable war-freak toward to his colleagues. He would always remind everyone that no one can beat his experience in Japan and elsewhere. Marami siyang mga dating kasamahan na umiiwas na lang. Some junior engineers have threatened to resign unless top management do something against Mario.

If promotion is out of the question, how would you settle this issue? How would you handle such case using positive and/or negative strategies?

NOTE: This is in Taglish version to help many factory supervisors and line leaders who are high school graduates but were promoted from the ranks to fully understand the case.

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