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STAFF SUGGESTION SCHEME (SSS) IMPLEMENTATION IN UAE ORGANIZATIONS: A PATH TO INNOVATE

Abstract:

In today's world, innovation and constant improvement play an increasingly vital role in economic success of an organization. An effective organization structure tagged with a well implemented Staff Suggestion Scheme (SSS) will drive many tangible benefits for organizations ranging from cost savings, revenue enhancement, employee participation, and employee morale and company productivity. Staff Suggestion Schemes has been a powerful participative tool which boosts creativity, by continually harnessing the innovative potential of the employees in an organization. In order to survive in the competent, dynamic and turbulent environment organizations need to tap the creative ideas of individuals. An effective organization structure tagged with a well implemented Staff Suggestion Scheme (SSS) will drive many tangible benefits for organizations ranging from cost savings, revenue enhancement, employee participation, and employee morale and company productivity. Since employees being the internal assets of the organizations: SSS aids the employers in involving staff by considering it as a key strategic resource in the change process for the success of the business. The main objectives of this research is to identify the various critical factors in Staff Suggestion Scheme programs implemented in the UAE public and private organizations, and to suggest a model of Staff Suggestion Scheme to other UAE based organizations which are yet to develop or have an ineffective Staff Suggestion Scheme program. A comprehensive literature review will be done on Staff Suggestion Scheme programs implemented in developing countries context. To assess the implementation of staff suggestion schemes, an interview based questionnaire will be used to collect data from three major UAE based organizations. To explore deeply the implementation of staff suggestion scheme in the UAE organizations, we will use focus groups to collect data. This research method consists of semi-structured interviews or planned discussions designed to elicit specific information, thoughts or opinions from a targeted group of people. The study will provide advice to GCC based companies in general and UAE based companies in particular which are thinking of implementing similar staff suggestion schemes.

Keywords:

Staff Suggestions Schemes, Critical Drivers, United Arab Emirates

JEL Classification: J24, L20, Z00