

**MANAGERS' PERCEPTION ON CHALLENGES IN
IMPLEMENTING DISCIPLINARY ACTION IN PRIVATE
SECTOR**

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CHAPTER 1

INTRODUCTION

1.1 Introduction

Discipline involved in our daily life since with discipline we can have guidance on how we should behave and act in order to live our life with control. Every school, institution and organization has their own disciplinary rules to act as a guidance or material for controlling behavior of the people within that organization. Thus discipline is very important in order for an organization to run efficiently and smoothly. However, in every organization, there were several employees that have disciplinary problem such as sexual harassment, absenteeism, punctuality issues, and fighting with colleagues. Such problems can jeopardize organizations whereby it may give negative impact to the organization such as fall in productivity.

Thus disciplinary action is needed to be done in order to set an example that the act that been done by the accused person is wrong. However, there are several question arise when we talk about disciplinary action, such as, how effective the disciplinary action in resolving the problem? What are the obstacles that managers faced in conducting it? As we know manager that involve in disciplinary action procedure may face problems and challenges while conducting it. Thus in our study we come out with four independent variables that we think will become the main challenges for the managers in conducting disciplinary procedures and which among the factors that affect the implementation of disciplinary action procedure