Michael Pham

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ENGL 393

Grant Proposal for Parkinson’s Foundation

**Introduction**

The Parkinson’s Foundation is a nonprofit organization the foundation was formed by a merger of two other organizations, both established in 1957; the National Parkinson Foundation and the Parkinson’s Disease Foundation. The Parkinson’s Disease Foundation was formed by William Black. He founded it after a close friend of his contracted the disease (Saxon, 1983). And the two merged in august of 2016 (National Parkinson Foundation, 2016). The foundation currently run by Howard D. Morgan.

Today, the Parkinson’s Foundation’s operations are focused on “supporting people with Parkinson’s and their caregivers” (“Vison & Mission”, 2018), funding Parkinson’s research, and “connecting the best minds from around the world to find new approaches that enhance care and move us closer to a cure” (“Vison & Mission”, 2018). On their main website, they advertise their main values are excellence, team work, collaboration, integrity, positivity, dedication, and responsiveness.

In terms of current events, the most recent event to happen was that they’ve recruited James Monhart to their board of directors (Ruler, 2018).

**Statement of Need**

One of the biggest challenges the organization faces is that they lack good employees and good volunteers. The purpose of this grant is to request the National Institute of Health for money to fund a project for the Parkinson’s Foundation to bring in an outside group to survey the organization and find what the foundation can do to retain better employees.

This project needs to be done by a different organization because making the current employees and volunteers under the foundation’s employment perform this task could lead to biased results or cause more stress for the employees on top of their normal roles.

The project will help the Parkinson’s Foundation by providing the organization the means of retaining trustworthy employees. The benefits from this project range from basic improvements, such as higher productivity with employees continuing to work at the foundation, to specific benefits like less money getting stolen by disgruntled employees.

**Goals and Objectives**

1. Find polices that retain employees
   1. Collect employee suggestions
   2. Find if any suggestions have the most backing
   3. Determine what suggestions can be implemented
2. Test polices
   1. Experiment with polices
   2. Observe and record outcomes
   3. Determine if outcomes were successful

**Review of Literature**

To figure out how the Parkinson’s Foundation can keep good employees. The foundation needs to figure out what is most likely the source of the issue.

The first suspected cause of low employee retention would be low pay. However, Christian King and Gregory B. Lewis who looked at and compared the salaries of nurses in profit and nonprofit hospitals, determined that Nonprofit hospitals end up paying higher wages due to attracting higher educated nurses (King & Lewis, 2017). While the Parkinson’s Foundation is not a group of hospitals, the findings of King and Lewis are still relevant to the issue because the foundation employ doctors and work with other kinds of medical professionals, as part of their research into Parkinson’s disease.

The next likely root of the problem is employee engagement. In terms of what motivates employees of a non-profit organization to stay, “employees of nonprofits may care more about how they are treated than about their jobs” (Knapp, J. R, Smith, B. R, & Sprinkle T. A, 2017). Employee engagement is a major factor in retaining employees, because employees with low motivation are more likely to leave their current occupation. And if the stay, studies have said that employees disengaged with their job are “less productive, less loyal, less satisfied, more stressed and insecure about their work” (Jindal, Shaikh & Shashank, 2017) in comparison to an employee who enjoys their job.

There are ways the foundation can address the issue of low employee engagement. For instance, the foundation can attempt to improve HR polices or relations, as that can lead to higher employee engagement (Jindal, Shaikh & Shashank, 2017). It could be an inexpensive way for the foundation to retain employees though reviewing their current HR polices.

Another method would be to improve autonomy in certain roles. Based on the findings of Joshua Knapp, Brett Smith, and Therese Sprinkle, “Only autonomy was found to be a significant predictor in that it had a direct relationship with job satisfaction and an indirect relationship with turnover intentions (identified post hoc) that was fully mediated by job satisfaction” (Knapp, J. R, Smith, B. R, & Sprinkle T. A, 2017). This could possibly involve the foundation staff easing up on micromanaging to allow employees to feel more comfortable.

**Description of Project**

The project will consist of the foundation hiring an outside organization to determine what the foundation can do retain its employees. The main plan is to have the outsider organization survey a handful of sites and collect ideas for how to retain employees. Contacting an outsider organization will be done to avoid creating more work for the foundation’s current staff to deal with, because an increase in their workload could demotivate employees more. The organization will also be used to consult the foundation on what ideas collected by them can be implemented into the foundation. The foundation will then test the suggestion by implementing one or two into the sites where employees were surveyed. The organization will observe those sites over the course of a year to see if more employees are retained, and the foundation will implement the what ideas worked in the test sites into the rest of the sites.

**Timeline**

* February 2019 to Mid-February 2019
  + Begin choosing sites to survey
* Mid-February 2019 to April 2019
  + Go to the sites and survey the employees
* April 2019 to Mid-June 2019
  + Compile the survey results
  + Select employee suggestions for implementation
* Mid-June 2019 to August 2019
  + Implement suggestions at surveyed sites
* August 2019 to August 2020
  + Observation beings
* August 2020 to October 2020
  + Observation ends
  + Gather final reports and observations
  + Decide what worked and what didn’t
* October 2020
  + Implement polices across all sites

**Budget**

This project will require survey forms that will be provided to employees for collecting their proposed ideas, which will cost a couple hundred dollars. The Parkinson Foundation will need to contact and hire an outside organization to look at the data collected and consult the Foundation on what polices to implement, which will cost a couple thousand dollars. Then there will be the cost of observing the test sites over the course of a year, which will take another few thousand dollars.

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