

Mr. He had his dinner in silence and watched the news on TV. Again, there was news of a depressing economy due to covid-19 pandemic, increasing currency value, and violence on TV. When he went to work, there was a big surprise waiting for him. In brief, this meant that they would fire 4 employees from administrative services, technical department, Marketing and Innovation, specialists and managerial positions. Timothy is an assistant general manager in one of Oman's most well-known construction firms, Nizwa Construction Incorporated. Moreover, the administrators would be selected according to their characteristics and performance evaluation. Mr. Timothy spent the whole weekend observing the termination procedures and guidelines. They were taken aback by Mr. Timothy's rejection of such an attractive offer and promotion. This promotion made him responsible for new team and more departments that he would have to coordinate and regulate. He was just the right candidate since he avoided management activities but he was also Mr. Timothy's friend. However, Mr. Timothy declined the offer due to his reluctance to assume this financial responsibility. Once they learned of Mr. Timothy's rationale, they were more tolerant to him. When the board of directors gave this position to Mr. Timothy, he was promoted to the Director of Human Resources Department. According to the information sent from the top management, 20 employees would be terminated and these people would be selected from all levels of the organization. Despite this heavy burden, he identified the mid-level employees that were substantially chosen as the administrators. Mr. Timothy cannot choose who will be terminated due to employee contribution to the company.