Human Resource Management

Name:

Institution:

Date:

Question 1 - Affirmative Action Protection

I agree this is true because of the competition from males of other races, and the rising number of educated females. Research shows that even though 45% of Americans agree that it helps with sales, a massive percentage of the white male say that they are most likely not to work effectively in environments with other racial minorities (Pease, 2020). This shows why there is a dwindling rate of ineffectiveness among firms with multi-racial employees. Thus, affirmative action protection would work to promote their privileges.

I disagree with this because I believe every firm does not choose on who applies for the position. I feel everyone should be offered the same chance to apply and fight for the position regardless of race or gender. If this would be the case, I believe that other races should be offered the same because research from Fortune 500 shows that only 3 of the 500 companies have black male leaders (Pease, 2020).

Question 2 - Flexible Benefits Programs

I agree because these are schemes, made by employers to workers for them to choose the appraisals they like from a package. Instead of choosing, the employer should choose the best alternative from the available options. This makes the employer start making and strategizing on the best option that he or she can use. This is tiresome and time-consuming because the worker can be focusing on other things. Thus, the employee should suspect such programs.

I disagree because I believe it is in the knowledge of the employee, the type of benefit program he or she needs. This is because of the fact that we are all different, thus have different needs to cater for. This will also ensure that we are responsible when choosing our package as it will determine the lifestyle chosen. This, in turn, helps in planning, which is an essential skill to an employee (Spies, 2019).

Question 3 - Promotion from Within

I agree that an organization should follow a promotion from within policy; this is because the prospect has the organization's DNA, and therefore, they will work harder to prove their ability. This also shows employees that they have opportunities if they perform well, increasing productivity in the organization (Goldberg, 2019). It also works to reduce expenses remarkably, as it is shown that the higher the rank recruited, the more expensive the process becomes.

I disagree because this removes the inclusivity of equal opportunity employment. It eliminates the chances of incorporating new people who bring new ideas to the organization. In some instances, the promoted individual might not be able to execute his or her duties fully as mandated, causing slack in activities. Therefore, it is very important vetting to find the best option (Goldberg, 2019).

Question 4 - Coach Training

I agree because training employees to be the leaders of tomorrow is important to the organization as it shows them the need to be responsible for their actions. This is because the employees are left with the task to make decisions, which will be either of profit or loss to the organization. This encourages them to be responsible for everything they do, bearing in mind, they do not have any leader interfering with their work (Goldberg, 2019). This teaches them the importance of working together to accomplish set goals.

I disagree because through training them to be leaders, they may become resilient when heeding advice from their current leaders. This works to bring divisions in the organization because they do not believe in the same goal. They will always feel as if they are doing extra work that is not expected or included in their job descriptions. In other instances, bad habits may be passed down because of the leader transmitting them to the employee (Goldberg, 2019).

Question 5 - Globalization and Linguistics

I agree with the statement that as long as language barriers are removed, globalization can happen. Language is very important when in business; because this is the path the organization will use to interact with its intended customers. Therefore, if a Chinese worker knows English, it will be better if he is brought from the parent company in China to be part of a group setting up shop in the States. This will ensure that a body that shares the same interest and knows the organization's goals transmits the company's values, mission, and vision (Kondulukov, Simic, 2019).

I disagree because the company can easily hire new employees from the country of entry. This may even be beneficial because they may find even cheaper employment rates, better workforce, or even better productivity levels. The company can also find translators who will work as communication intermediaries to convey the message to ensure productivity. Thus, it is not necessary to teach languages, as it is just a conveyer of words (Kondulukov, Simic, 2019).

Question 6 - Proper Selection is a Substitute for Socialization

I agree because proper selection is the process of adequately filling a gap in human resources, as socialization is the way a person is encultured into an organization. Therefore, proper selection can be efficient because it entails choosing the person with the right attributes and skills to fill the position after the determination of long-term hiring goals. Even better, there is a screening process to see whether the goals are met, then they are reviewed for appropriateness.

I disagree because socialization entails the adjustment and training period that makes one able to fit in a role that fits both the personal and organizational needs. This mostly happens when a person is introduced to a different or new role in an organization. Through this, the processes, contents, and expectations are described; thus, filling takes place as needed (Jeong, Park, 2020).

Question 7 - Job Analysis is Just another Burden Placed on Organizations through EEO Legislation.

I agree with this statement because job analysis is just how the information regarding the responsibilities, skills, duties, outcomes, and environment of an employee entails. This can also be calculated using the job description because they use the same points to measure productivity. This may involve personal biases; thus may lead to discrimination, as it is also time-consuming. This may also lead to lack of proper communication because there may be divided interests.

I disagree with this statement because job analysis is fundamental to an organization. This is because it helps in determining the training required, the equipment needed, and the methods of training required. It also helps when compensating to decide on the responsibilities, skill levels, and job factors. Moreover, it is helpful when developing selection procedures or when calculating the performance review to evaluate duties, goals, and performance standards (Dini, 2019).

Question 8 - Personnel Files

I agree that employees should not be able to view their personnel files as they will be able to see what the leader or manager thinks of them and their contribution to the firm. This, in turn, can decrease the employee's productivity because, in some instances, there may be personal differences that may be used to tarnish the worker's credibility. There may also be instances whereby the employee may see the information, and he or she reduces the effort and productivity they had portrayed before (Wisniewski, 2019).

I disagree with this statement because personnel files carry the job descriptions of the employee. This may help the employee check whether they are doing what is expected of them or if they are straying away. Thus helping them shape their ways and redirect them if they sway or get lost. In addition, it helps when the management wants to check the performance evaluations of the employee when remunerating and appraising (Wisniewski, 2019).

Question 9 - Investments in Career Development

I agree with the statement that investing in career development acts to majorly benefit the employee because he may look for a better position in another company if his or her expectations as per the training are not met. Additionally, the employee may see that they are not being offered the right platforms and tools to function effectively because of the extensive training (Aruna, Anitha, 2015).

I disagree because I believe that through developing the skills of the employee, the employee will feel obligated and work to prove that the training was not a waste to them and the organization. Besides, I believe that through training, the expectations of the employees have risen; therefore, they may find themselves working even harder to achieve set goals. This may, in turn, work to increase profits and the targets of the employees. Additionally, it helps the organization retain the top talent in the organization, increasing value (Aruna, Anitha, 2015).

Question 10 - Successful Labor-Management Relations

I agree with the statement that to have a fruitful labor-management relation, it requires a common sense, sound business judgment, and good listening skills. This is because through having the following attributes, they will be able to fully understand, comprehend, and advise the employees during the time of a crisis. They will be able to help the parties, through collaboration, to bring productivity back to the organization and promote unity. Ultimately, this will work to bring everything back as to it was (Rubin, Rubin, 2006).

I disagree with the statement because there also has to be leadership commitment, which is very important when transforming an organization. In addition, the labor relation practices have to be looked at to provide training and build skills for collaboration to develop clear and outcomes that are measurable (Rubin, Rubin, 2006).

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