

# Class activity



Activities Activity 2: Sexual Harrassment As the Director of Training, I think the issue that must be addressed here is to determine the reasons why the executives refuse the training. I believe that they reject the idea of the training due to the negative connotations of " sexual harassment". Sexual harassment must be clearly defined to the executives. Educate them on the different types and forms of sexual harassment so as not to confine their idea that sexual harassment pertains only to acts of lasciviousness or the like. In addition, I must help the executives realize that there are laws that have been passed prohibiting sexual harassment in the workplace; therefore, employers must maintain a harassment-free workplace at all times. In view of this, executives must understand that they have a legal and moral responsibility to implement preventive measures to eliminate harassment.

Case Analysis: Will teams work 1. The managers must be trained on the technical aspect of the job. Training on productivity and how to motivate the workers should be given to the managers. This will be very helpful to them in creating a workplace conducive to productivity. 2. The managers should be competent in the technical know-how. They should not only be results-oriented but also learn to appreciate the efforts applied on the job. Team work should also be emphasized. These competencies will help motivate the workers more. 3. The managers should be trained first and foremost on the technical aspects in the automobile parts manufacturing. This will take around six months to one year. Training on human relations is essential so they will learn to deal with the factory workers and eventually learn to motivate them; thus, making them more productive. This training will probably take one month. 4. One of the alternatives to management development is the development and training of the factory workers.

Training is not confined to management, even the blue-collared workers need to be trained. Both productivity and quality control will be greatly improved. Constant meetings whether formal or informal, between management and workers should also be implemented to assure a harmonious relationship. References Otsubo, Mayumi (1993). Global adaptation of Japanese management practices: What you may be able to adopt. Retrieved 26 March 2011. <http://www.opi-inc.com/global.htm>