

Employment and society

Business



Employment and Society When we say the word redundancy then a very specific meaning comes to mind and that is dismissal of the employees that are totally attributable. Some of the scenarios that are considered to fall under the redundant situation category are: the employer is not operating anymore or the workplace cease to exist. It can be physically moved from current location to distant location or it could have changed the nature of work or due to slump in the economy new people cannot be hired and old employees need to be cut down. The scenarios under consideration can be diversified.(Department for Business)

It is in best interest of society as well as economy to avoid redundancy as much as it is possible. To have economic growth one needs to avoid the redundancy, cut down on the numbers that need to be redundant and devise some strategies that will keep the society prepared to mitigate the losses caused by redundancies.

It is in best advantage of the employer to avoid redundancies in general and gender redundancy in particular as it calls for hate crime and discrimination. An effective way to tackle the redundancy is to collectively address it and on occasional basis consult with the trade and organization unions. The employers must discuss with the worker's representatives parties and with mutual consent should reach some agreements so that there would be a win-win situation for both parties(Godwin, 2010). Some of the nasty situations that can give rise to redundancies are increased over-times but with pay freezes. These situations can be avoided by reducing work hours, re-training of employees in case of new and improved business cycle, recruitment cycle freezing in time of recession and finally giving both genders equal chances to get the employment.(Davis, 2010)

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Employers must give the worker's representative the number of employees that need to be redundant, the proposals for them in return, the pay scales and time scale that are offering at the certain level of the redundancy. The consultation should reach an agreement and no decisions shall be made before the consultation actually takes place. Retaining employees is far less costly than hiring and developing new employees. Every organization can give it a try though how a particular organization can avoid redundancies is purely dependent up on certain aspects such as the structure of organization, the forecasting that how long it will be down turn for you, the type and nature of work employees are engaged in and impact of profitability on credit crunch.

Some of ways you can avoid redundancies and save cost are by offering fixed amount of money to graduates and ask them to delay their training courses a bit. The firm can also encourage employees to take paid or unpaid leaves they will be highly motivated and in case of unpaid leaves you can save some cost. Another way is to reduce the work hours to three or four days and hiring more work forces and not offering overtime charges. This way company does not have to pay extra overtime money, workers have flexible hours and more people can be recruited without making previous workers uncomfortable. But there is no single strategy that you can fit to all scenarios.(Davidson, 2009)

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