

# Legal issues

Business



Legal issues Legal issues In general, discipline is defined as systematic instructions given to a person regarding the activities to be undertaken. Therefore, discipline in work places is a channel by which the personnel supervisor ensures the adherence of the established rules by the board. The rules are not designed to give punishment to the employees, but to correct their behaviors.

In work places, there are several situations that may force the employer to discipline his employees. For example, an employer may be forced to discipline his employee due to lack of notification in absenteeism (Nankervis et al, 2005). Secondly, a punishment may be imposed to an employee in case they use abusive language at work sites. The person should be proved guilty to deserve the punishment before any punishment is imposed to the employee (Deipo & Guerin, 2011).

There are different kinds of discipline imposed to the employee depending on the mistake done. Suspension is one of the kinds of discipline imposed to the employee. This is a temporary or an immediate removal of an employee from the work place with no pay as a consequence of the wrong done. The nature of misconduct should be included on the notice of suspension (Caisley, 2008).

Secondly, a financial penalty may be used if gotten preferably. This type of penalty is appropriate in a situation involving isolated post where scheduling suspension and replacement of an employee may be difficult. The nature of misconduct should also be outlined in the notice without any correction (Davies, 2011).

In conclusion, discipline is essential in any working environment. It shapes the working ethics of the organization leading to success. That is why various <https://assignbuster.com/legal-issues-essay-samples/>

punishments are imposed to violators of the ethics.

#### References

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