

# Summary

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Summary In this wake of globalization, the socio-economic structure of the society has changed significantly. This has found its way into the job market where workers go through diverse social challenges that may be contained through sound human resource practices. One of the more pronounced social and psychological instability is stress which is characterized by smoking. According to Mathis and John (pg. 192-7), contemporary human resources practices require emphasis on working towards boosting the social welfare of the workers. This concept is supported by the tabular representation of employees' perception in table 19. This focuses on reducing psychological problems that may significantly affect the employees.

A critical analysis of the case under study which is based on employee perception of problems, it is evident that smoking is an aspect of challenges the organization and the employees grapple with. In the opinion of Noe (pg. 44-8), the main issue is how to solve it with regard to supervisor or management awareness and appropriate mitigation measures as illustrated in table 19, question 7. For in-depth research study on the problem of smoking it is imperative that the available statistics is critically evaluated to promote development of informed decision.

The provided case indicates that Smoking is a common addiction among workers and is attributed to diverse problems that workers experience. According to DeCenzo and Stephen (pg. 56-9), some employees smoke out of frustration in their job while others undertake it in pursuit of happiness as they cannot find it at home and this is explained from the tabulated finding in table 18, question 5. It is therefore important from some of the feedback that human resource management assesses the emotional feelings of the

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workers. Through such practices, the individual psychological problems that lead to smoking among the employees can be helped by guidance and counseling. Such programmes can significantly boost the overall welfare of the employees, enhance their health and improve their productivity.

Several scholarly works have been produced to explore the issue of smoking as one of employee challenges and appropriate human resource measures. It is therefore important to give an annotated bibliography as shown below.

Noe, Raymond A. *Employee Training and Development*. New York: McGraw-Hill Irwin, 2010. Print. pg 43-91

The author explores the critical human resource practices that emphasize the need to understand the social problems facing individual employees. It is relevant to the case under study in which employees show significant urge to see their supervisors counsel and assist employees with problem of smoking. This author therefore provides an assertion that employee interest should be primary for sound human resource practices to be realized.

DeCenzo, David A, and Stephen P. Robbins. *Fundamentals of Human Resource Management*. Chichester: John Wiley, 2007. Print. Pg 56-84

The authors gives an insight into the need for supervisors to have positive interpersonal relations with employees so that they would help them against the menace of individual challenges like the menace of smoking. It sows significant relevance with the topic under investigation and emphasizes need to reduce health risks from smoking by employees.

Mathis, Robert L, and John H. Jackson. *Human Resource Management: Essential Perspectives*. Mason, Ohio: South-Western, 2012. Print. Pg. 189-205

This work discusses the healthcare preventative and wellness measure that

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human resource management of any organization need to save the employees from the health risk behaviors like smoking. It is significantly relevant to the employee perception on personal challenges like smoking which is the primary focus of this paper.

#### Works Cited

DeCenzo, David A, and Stephen P. Robbins. Fundamentals of Human Resource Management. Chichester: John Wiley, 2007. Print. Pg 56-84

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