

The employees who attracted and committed

[Business](#), [Employee](#)



Do you believe that employees are more attracted and committed to ethical organizations? Are you? Why or Why not ? Make a list of the companies you would prefer to work for and state the reason why? Are there also companies that you refuse to work for? Why? Are there ethically " neutral" companies that do not belong on other list. I believe that employees are more attracted and committed to ethical organizations. Because employees are come from ethical organization and they have a duty of care and loyalty to their employer and company during the period of time that they are employed.

They are tried hard for their family and company so it contributed to their environment. I would like to work at BMW company and Mitsubishi company. BMW AG originated with three other manufacturing companies, Rapp Motorenwerke and Bayerische Flugzeugwerke (BFW) in Bavaria, and Fahrzeugfabrik Eisenach in Thuringia in 1996. Rapp Motorenwerke manufacture Aircraft engine in world war 1 and BFW manufacture motorcycle. BMW became an automobile manufacture in 1929. Then, BMW have 69, 518 worker and percentage over age 50: 23. 1 . BMW is the most largest manufacturing company in the world.

And also in business, BMW is the best management so I would like to work in this company. BMW Group has created a holistic and crosscutting approach to addressing demographic change at the workplace. This program comprises innovative initiatives in the areas of health promotion , training and knowledge management , work environment , and personalized retirement models. Equal opportunity is given to all employees irrespective of age to participate in training programs. BMW encourages employees to keep on learning during their whole working life.

BMW introduced a flextime model in 1993 and 25, 000 employees are able to arrange their individual work times. BMW started a part-time position. All employees have the option to take a personal leave of between one and six months. Mobile working offers additional flexibility. With mobile working, employees are in a better position to combine their personal life and their working time than they used to. In addition, BMW's exercise program offers ergophysiotherapy and prevention related to the workplace, cardio and strength training, as well as treatments for acute and chronic pain.

They pay many facilities for employees and they concentrate on employees life so I would like to work in this company. The Mitsubishi was first established as a shipping firm by Yataro Iwasaki (1834-1885) in 1870. In 1873, its name was changed to Mitsubishi Shokai. The name Mitsubishi (mitsu meaning " three" and " hishi" (which becomes " bishi" under rendaku) meaning " water caltrop" (also called " water chestnut") and hence " rhombus", which is reflected in the company's famous logo. It is also translated as " three diamonds".

Period of diversification are Mitsubishi UFJ Financial Group (founded in 1919) , Mitsubishi Corporation (founded in 1950), Mitsubishi Motors (the six largest Japan-based auto manufacturer), Mitsubishi Atonic Industry (a nuclear power company), Mitsubishi Power systems (a power generation division), Nikon Corporation (specializing in optics and imaging). This Mitsubishi Group is the best company in Japan and contributing the ethical organizations so I would like to work in this company.

In Mitsubishi Group they recognize that their employees are an invaluable asset. Therefore, they respect the rights and individually of every one who

<https://assignbuster.com/the-employees-who-attracted-and-committed/>

work in their group. And they do their utmost to ensure their working environment are safe and will offer opportunities for the employees to develop their capabilities. For human resource development-training program (personal development training, training for newly appointed managers, life planning training) .

For work-life Balance - Measures for supporting efforts to balance work and family life), child care, Nursing(the maximum combined period of nursing leave and shortened working hours is 365 days per family member to be nursed) Registration scheme is open to all former employees regardless of their reason for leaving, including childbirth and nursing. It is a new back-to-work scheme which meets a various changes in life stages. For those reason, I want to work in Mitsubishi Group. There are two companies that I refuse to work for.

They are Tesco and Eli Lilly. Tesco is a British multinational grocery and general merchandise retailer headquartered in Cheshunt , United Kingdom. It is the Third-largest retailer in the world measured by revenues (after Wal-Mart). It has stores in 14 countries across Asia, Europe and North America and is the grocery market leader in the UK (where is has a market share of around 30%) Malaysia , the Republic of Ireland and Thailand. The company was founded in 1919 by Jack Cohen as a group of market stalls.

The Tesco name first appeared in 1924, after Cohen purchased a shipment of tea from T. E stock well and combined those initials with the first two letters of his surname, and the first Tesco store opened in 1929 in Burnt Oak, Middlesex. In 2011, Tesco launched a range of Tesco Venture Brands. Although profits were 1. 9 billion for the first half of 2011, sales growth in the <https://assignbuster.com/the-employees-who-attracted-and-committed/>

UK was the lowest in 20 years, partly due to shoppers switching to budget rivals. In April 2012 Tesco re-launched its own brand Tesco Everyday Value with new packing and recipes.

But Tesco got Sledgehammer Award for silencing criticism from Consumers International Bad Company Awards 2008 (the Consumers International bad company Awards highlight irresponsible behavior by some of the world's leading brands, drawing attention to notable consumer rights issues over the past 12 months). So I do not want to work in Tesco company. Eli Lilly and company is a global pharmaceutical company. Eli Lilly's global headquarters is located in Indianapolis, Indiana, in the United States. The company also has offices in Puerto Rico and 17 other countries. Their products are sold in approximately 125 countries.

The company was founded in 1876 by a pharmaceutical chemist, Eli Lilly. After whom the company was ultimately named. Among other specialties Lilly was the first company to mass produce penicillin, as well as one of the first pharmaceutical companies to produce human insulin using recombinant DNA , and today is the world's largest manufacturer and distributor of psychiatric medications. A fortune 500 corporation. Eli Lilly had revenues of \$ 20 billion in 2008, making it the 148th largest company in the United States and the 10th largest corporation by global pharmaceutical sales.

In one of three cases to ever go to trial for SSRI indication suicide, a Kentucky man, Joseph Wesbecker who had been on Prozac, went to his workplace and opened fire, killing seven people and injuring 12 others before turning the gun on himself. The judge later revoked the case as settled. The second case was Equal Employment Opportunity Commission of violating the <https://assignbuster.com/the-employees-who-attracted-and-committed/>

federal anti-discrimination law when they withheld severance benefits to Johnson. Johnson originally filed a discrimination charge after she was fired in 2005.

She is a black woman and became disfigured in 1997 when she was exposed to a blood pathogen. Her charge claimed that her supervisor stated that he was put in charge "so that he could watch her and get rid of her and that no one liked looking at her." Eli Lilly was ordered to pay \$54,400 in severance pay, \$7,000 in interest and compensatory damages, along with \$3,000 in attorney fees. The field of pharmaceutical is confusing and I am not interested in this field so I would not like to work in Eli Lilly.

There is an ethically "neutral" company that does not belong on either list. This company is Toyota. Toyota Motor Sales, U.S.A., Inc., was formed Oct. 31, 1957, establishing its headquarters in a former Rambler dealership in Hollywood, Calif. Sales began in 1958 and totaled a modest 288 vehicles. Their vision is to create working environments for various employees to work proudly and with loyalty and confidence in fulfilling their potential, which realize their self-growth.

The services for the employees are Human Resource Development, Diversity and Inclusion, Safety and Health, Confidence (Maintain stable employment and provide fair working conditions), Pride and Loyalty. These companies are the best in the world. And also the employers are concentrating on the benefit of the employees and their families. Then, the employees are distributing their company by trying hard and studying their work. So they are attracted and committed to their ethical organizations.