

Managerial recommendation reinforcement theory under job security

[Business](#), [Career](#)



The success of all organization depends on the quality of workers. The performance of employees improves if Reinforcement theory is applicable to job environment. The workers should be motivated or be reinforced in the working environment. The reinforcement theory means, people do things because they know other things will follow. Thus, depending upon the type of consequence that follows, people will produce some behaviors and avoid other. Thus, the organization must motivate worker by applying employment recognition in

the working environment because every employee needs to be praised and be recognised for the good work he has done. The only way to recognise and praise worker is to increase the pay packet of the worker to induce the worker in putting more effort in his work. More so, this will make the employees to feel that his job with the organization is secure. Additionally, government should review law protecting the job security of the worker; the employee who is of very good performances for certain numbers should not be sack for lesser offence.

Another reinforcement method the organization can use to motivate worker is by implementing the Skill based pay plans. In United States, Some organizations have experienced difficulty retaining skilled employees because the employees feel that they were not paid according to their skills. Thus to promote the job security of the skilled employees, the salary system of the business organization should be linked to the number or depth of skills an employee acquires. Skill based plan is a way of developing broader and

deeper skills between the workforce and the pay increases are usually tied to the types of skills workers acquire.

The employees must be rewarded with according to the number of skills the employee acquires. If both the private and public organizations can apply this method in dealing with workers, the workers will be motivated to acquire more skills and thereby improving their job security. U. S.

IMMIGRATION United States is the most divert nation on earth, and the millions of immigrants that came from all over the world to settle in the country have built the country. No other country has been successful as the United States with the success the immigrants have contributed to the nation.

The first influx of immigrants into the United States started in 1905 and 1914 when people from all over the world migrated into the United States by ship. It was in the 20th century that U. S. began to experience a real demographic increase. Annually, over one million immigrants arrived in U. S primarily by ship. Although between 1915 and 1965, there was little influx of people due to the depression of late 1920s and 1930s and the introduction of various forms of legislations discouraged people to immigrate to the United States.

Thus, in the present decade, since 1962, the number of influx into the United States remains the same, but they now arrive by sea, ship, land and air.

Estimated data revealed by U. S. Census Bureau indicated that there were 33. 5 million foreign born in the United States in 2003 representing 11. 7 percent of the U. S population. (Luke) United States laws on immigration

permit prospective immigrants to enter into United States through various forms. The Employment based immigration allows aliens with extraordinary abilities such as researchers or Professors to immigrate into the United States.

This type of immigration also allows people with advanced university degree or people with exceptional abilities in science, business. Under this type of immigration, the professionals in certain profession or religious leaders or those that wish to invest in the United States. Other form of immigration into the United States is Family-based immigration. This is the type of immigration law that allows foreigners to immigrate into the United States based on their relationship with U. S. citizen or legal permanent resident. The sons or daughters, relatives or spouses of U.

S citizens or legal permanent resident can benefit from this type of immigration. In a few decades, U. S introduced the other form immigration called Diversity Visa Program. The DV program makes 55, 000 immigrant visas available through a lottery to people who come from countries with low rates of immigration to the United States. The person that receives a visa through the DV Program will be allowed to live and work permanently in the United States. They will also be allowed to bring their spouse and any unmarried children under the age of 21 to the United States.