

Human resource management discussions

[Business](#), [Human Resources](#)



Human Resource Management Discussions Introduction Conflict resolution is an important factor that runs across business management practices and functions. It is important for business owners and employees to understand that disagreements are part of important processes of work practices. The importance of disagreements is that they are important learning opportunities for the parties involved depending on the approaches used to handle such situations (Haynes & Haynes, 2004).

Disagreements can happen with the business or in different business existing in the same industry or with trading partners in related industries. The ability to resolve conflicts effectively is an important attribute of successful business leaders and human resource functions (Fleishman, 2009). In all conflict resolution approaches, dialogue has often been described as the best approach to reconcile warring parties, just as in the case of the writers guild of the United States and media owners.

Question 1

During discussions between the WGA and the producers, the former were said not to be bargaining in good faith, this meant that they were not being open in their communication. In addition, failing to bargain in good faith meant that they were not being reasonable and serious on meeting reasonable grounds.

In support of this claim, the producers pointed to a time when the WGA members had left the negotiating room after only an hour of its commencement. In addition, they had failed to honor dialogue meetings that had been set to discuss major issues. The claims made by the producers were enough to support their claim since the directors of WGA finally solved

the stalemate after further interventions.

Question 2

After failing to reach viable solution, the WGA did eventually strike, in fighting back, the producers would have decided to make away with the work of the WGA and did their business independently or other willing business partners. This would have been a good retaliatory step; however, the results would not have been in the best business interests for both parties.

In the approach, the WGA decided to remain silent in the negotiating forums; to this effect, the producers claimed that the WGA had decided to play silence. This is the reason why in all the six meetings that were held, the producers had failed to reach any meaningful agreements.

Question 3

This conflict, like that of the Autoworkers or Teamsters unions against auto and trucking companies is different, this is because, the producers and the WGA are people depending on each other directly. The failure of one party to reach a meaningful agreement is crucial to the existence of another party. Realizing the impact of the strike and continued disagreement, the directors of the WGA decided to renew the negotiations, and that how the agreement was finally arrived at. In other disagreements, one party that is aggrieved may not hold much impact on the other because other services can easily be sought elsewhere.

Question 4

Dialogue has often been the most reliable approach to reconcile warring

parties, not only in the business sector, but also in other areas of life (Fleishman & Leary, 2009). In the case of WGA and the producers, the first part of the dialogue sessions did not bear much fruits until there was a renewal of the same.

The renewed negotiations between the WGA and the producers resulted in successful agreements that were favorable for both groups. For instance, after the negotiations, it was agreed that the income arising from the collaborations the WGA and the producers would be split and divided equally between the two parties.

References

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