

# The salary system

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



Fred's case is not complex the way it seems. Fred, being an employee of the company and has only undergone a departmental shift, he will be taken through the company policies regarding employment and salary. I would make Fred understand that promotion is different from the departmental shift. Generally, promotion depends on the output proficiency of an employee that relates to the package home. Therefore, Fred should just work hard for promotion and high package(Case\_20studies. pdf 1).

### Case 2

The bank as to present daily (working days of the week) registry, the contact form, the term of the contract the white employee is under that is, is she fully trained employee or is she under training, employee handbook procedure spelling chain of command within the bank? In addition, they should provide warning letters that had ever been written to Wittman as well as medical documents that spell the technicalities experienced by the white employee(Case\_20studies. pdf 2).

The decision that would that is appropriate, for this case is the reinstating of Wittman back to her job. This is because there are numerous allegations forwarded by the bank management that is not adding up. For instance, why is it that the white employee is seen to be going against all odds in her daily errands that are not accepted by the management? In addition, the management did not listen to the grievances laid down by Wittman(Case\_20studies. pdf 2). If the management could have listened to her, most of her issues could have been solved before her job termination.

### Case 3

The supervisor should take the initiative to talk to Bob. In this way, he will

actually understand what problems Bob is going through since one way of helping somebody with his problem understands that particular problem or problems. Alternatively, Bob can be given a one month leave or so, to sort himself out. The latter can only be done after seeing the kind of problem Bob is going through and determining that the leave herein will be productive to his current state of working or otherwise will change his afterward working conditions for the better(Case\_20studies. pdf 3).

Jack as largely contributed to Bob's current situation in that he does not have a close relationship with his workers. Otherwise, he could have determined Bob's problem by sharing the same with him. In the same way, Jack could adequately advise Bob for the better. Additionally, the company is not that concerned about the welfare of its employees(Case\_20studies. pdf 3).

Therefore, Bob's situation could have not deteriorated to its current state. The management in conjunction with jack could have determined Bob's problem and help him seven years ago. Interdicting him was a perfect way to help since this action could have made him reflect and solve his problem is time.

#### Case 4

The HR must have had all processes in place to ensure that the employee's records that relate to their performance are well recorded in the employee handbook. HR should have streamlined or established processes around the human resource functions including employing, training & developing as well as the employee's performance. In addition, She or he could have ensured that the company has an appropriate employment guideline that is duly updated in order to minimize any substantial misunderstanding that might

be associated with legal risks (Case\_20studies. pdf 4).

George's department is highly disorganized and to bring it back to the full effective operation he has to consolidate only the machinery records and assume other human resource records relating or within his department never existed. After that, he is to start the management of his new department from scratch putting all the records in place and delegating duty appropriately to all other employees.