Walmart human resources

Business, Human Resources

Question 2

Being an HR, at the outset, I will try to accumulate the statistical data that can be used by the plaintiffs. The next step will be to locate any such fact that could reveal the companies' position against the issues raised. For instance, if the accumulated data support that few of the women employees are in a high-paying job compared to their male counterparts, then it might be beneficial for the company to handle the issue.

Simultaneously, I shall give my entire effort to ensure that the pay system is fair. Publicizing data is definitely subject to admission of the liability for past discrimination but on the basis of the current status of the case, it can be said that there are minimal chances of getting the victory. Therefore, it will be better to emphasize more on modifying the policies and previous practices to enhance the productivity and future performance level of employees.

Question 3

In March 2005, Wal-Mart was fined $ 11 million because of employing myriad of illegal immigrants to clean its stores in the United States. From Wal-Mart's perspective, it was made clear that they did not have any information regarding the status of the nationalities of the employee force as their contractors were in charge of hiring. This is another legal issue that involved Wal-Mart (White, n. d.).