

Example of essay on employment and society

[Law](#), [Security](#)



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Employment and Society

Introduction

Employers and employees have different expectations of each other both in terms of work and in terms of particular jobs and people. These expectations differ depending on the business segments and communities. In terms of work, employees expect employers to give them challenging work that can make a difference in the way they do it. Employees prefer challenges rather than being pushed around like wheels to work (Neal & Sarah 2005). In addition, employees also expect personal growth as they develop their skills at the workplace. Employees can achieve this growth if the company invests in them and their development because this is what they expect. They also expect jobs that can provide a balance between their life and work. In as much as employees will work hard for the benefit of the company, they also expect employers to consider their family life and strike a balance between the two. Employers also have different expectations from their employees depending on the type of business. Most employers expect employees that can stand to be counted on to do their job. Employers expect employees who

show up to work early and can work with or without supervision. In addition, employers expect to have dependable employees that are reliable and attend to their work punctually. As time changes, expectations also change and thus it is important for both employees and employers to know each other's expectations. This paper discusses the different expectations of employees and employers.

Analysis on Employment

Employers have different expectations from their employees depending on their organizational strategy. On their own, employees may not meet those expectations and hence it is important for both employees and employers to work together for the benefit of the organization. Most organizations hold the strategy of teamwork in the workplace. Thus, an employer expects an employee who is a team player and one that can work with different kinds of people (John & Michelle 2010). A team player is a person with a winning attitude and that is someone who gets to work without bringing his or her problems at the work place. A team player leads other people to achieve organizational goals on his own and appreciates the effort of other people at the workplace. Thus, in order to meet and exceed employer's expectations, an employee should be a team player.

Employers expect people who are go-getters to work in the organization to achieve expected goals. A go-getter is an employee who does not wait for the employer to ask him or her to do something twice (Neal & Sarah 2005). This person is creative enough to generate new ideas that can be of benefit to the entire organization. Since organizations change their strategies often,

employers expect multifaceted employees who are able to embrace changes that come in the organization. Multifaceted employees are flexible and learn new skills with ease and enthusiasm. These are not the kind of people limited to specific jobs but they have skills to work in other different positions and employers are interested in these kinds of people. Different organizations have different strategies and hence employers have different expectations from their employees. For instance, employers expect employees who are flexible and can work even at odd hours. Employers expect people that can go with the flow of the organization and people who do not say things like “ I cannot work on that assignment” or “ I cannot share an office with five people”. Such persons do not meet the employer’s expectations (Mathis & Jackson, 2009).

In the recent past, technology has changed the manner in which most organizations carry out their duties. The emergence of this technology has in turn changed expectations of employers from their employees in order to align the organization according to its current strategy. For instance, in Apple Inc. employers expect their employees to have access to modern technology in order to be more productive. Employers in Apple have thus created tools based on technology to enable employees work effectively with customers and be in a position to provide information on demand to customers. In order for these changes to take effect, employers and employees need to be good communicators so that everyone understands their requirements in the organization.

Organizations are also changing because of increasing global impacts, economic, and technological changes. These changes have brought about

changes in the expectations of employers from their employees. Employers are raising their employee expectations and they expect them to be more accountable in their jobs. These changes indicate the need to be flexible from employees because qualifications that may have worked in the past may not be relevant anymore in the workplace. Expectations of yesterday may no longer be relevant today because of the changes experienced in the workplace (Hugh 2006). Thus, employers anticipate that employees will be more updated with the current information for the benefit of the organization.

Other expectations that employers have of their employees include having employees to be the judge of their own work. Employers expect that employees will know how to behave at the workplace and not let their personal problems interfere with their jobs. Employers also expect employees to work with or without supervision and without constant reminder of their job requirements. The need for working without supervision stems from the fact that employees should have problem solving skills to enable them work without consulting all the time. Communication is an important aspect in ensuring that employees meet expectations from their employers. Employers can initiate the communication by asking employees the kind of job they want to do (Devi 2009). This ensures that employees are in the right jobs, and will meet employer's expectations. Employers should also cultivate honesty through communication so that employees know their expectations.

Employees also have different expectations from their employers especially in the current labor market. Economic challenges and other changes in the labor market have forced employees to change their expectations from their employers. Employees need job security from their employers in order to work effectively and efficiently (Buren 2008). Employers that do not offer job security to their employees risk losing them to other organizations. The changes in technology have initiated the need for employees to demand job security from their employers. For instance, since the introduction of automated teller machines in the banking industry, employers have laid off many employees who became redundant after the machines took effect. This situation opened the eyes of employees in major organizations, as they demanded security on their jobs to avoid similar situations. Another case that made employees demand for job security is the Enron debacle. After Enron went down, most employees lost their jobs causing employees to have an interest in their job security from employers.

Besides job security, employees also expect better salaries from their employers in relation to the current labor market. " Employees expect employers to compensate them fully taking into account the current economic challenges" (John & Michelle, 2010, p. 80). The global crisis has caused instability in the economy as wages and salaries fluctuate.

Employees expect that employers can own up to the situation and compensate employees so that they can survive the difficult economic times. Employees are likely to change their workstations if they feel that they need better salaries. The current labor market is changing rapidly and hence employees expect to change with changes in the job. Employees expect to

grow with the labor market in their career. Unlike before where employees were comfortable in their constant jobs, the modern employee needs personal growth and career growth in their jobs. Employees expect that employers will recognize their efforts in a certain job and promote them up the ladder hence ensuring growth in their career. As employees grow and develop their skills, they expect employers to notice them and invest in their development. This way, employees are able to work harder for the benefit of the organization and meet organizational goals.

In the past, employees were comfortable with conservative and routine jobs that did not make a difference in their work life. However, times have changed in the labor market and employees expect challenging work from their employers. Employees expect the kind of job that makes a difference in their life and in the organization as a whole. Besides, employees need to know that their work makes this difference in the organization, which is possible if employers recognize the difference and promote employees in the hierarchy of their career (Crompton 2006). In the current labor market, employees are no longer robots or cogs in the wheel to follow certain rules while doing their job. In contrast, employees expect work where they can create new ideas acceptable to the organization. Therefore, employers should strive to meet these expectations from their employees to ensure the organization meets its strategy.

Employees are also expected to have a balance between their work and life in the organization. The current labor market is flexible and it does not require employees to stay in the office all the time. Employees want the company to understand that their family life is also important and hence strike a balance

between their work and personal life. Hence, it is important for employers to meet these changing expectations from employees to ensure smooth operations in the organizations. Employees also expect employers to provide a positive environment at the workplace to avoid contempt and stressful situations, which can have negative and adverse effects on the organization. Employers can provide a positive environment to employees by ensuring clear lines of communication between the two parties. In addition, employees expect employers to trust them with their work and employers that can be approachable. Honesty is also an important aspect that employees seek from their employers in order to work effectively at the workplace. The current labor market has strong labor unions that support and fight for the interests of employees in the workplace. Therefore, employees expect that employers will meet their demands, failure to which employees have an opportunity to seek support from their unions. Employees demand better working conditions, better wages, salaries, and better environment in order to work effectively (Cihon & Castagnera 2002). If employers do not meet these expectations, employees have the freedom to run to their labor unions for support. These demands represent the changing expectations of employees from their employers.

Expectations of employees and employers from each other can differ between business segments and communities. The reason for these changes is that organizations have different structures and operations. Employees in one business segment may be assured of job security because of the nature of their work, which may not be possible in other jobs. Different businesses are also at different technological advancements hence expectations

between employees and employers differ. Therefore, it is important for both employees and employers to determine their business levels and the communities in which they operate in order to know their expectations.

Conclusion

The workplace environment comprises of employers and employees with different expectations from each other. On one hand, employees expect challenging work, job security, better salaries, work/life balance, and personal growth among others from employers. On the other hand, employers expect honest employees that can work without supervision, go-getters, and team players from their employees. These expectations change within business segments and communities in which the employers and employees work. In order to work effectively, it is important for both parties to work together and meet each other's expectations regarding the job. Employees are interested in work that will challenge them to think and build their skills in the job. Therefore, it is important for employers to meet these expectations. The current labor market has greatly influenced the expectations that employees have of their employers because employees are now more aware of their rights in the workplace. Employees also have the support from labor unions hence ensuring that employers meet their expectations. Different workstations and organizations call for different expectations from both employees and employers. Therefore, in order to work effectively in the organization, employers should provide employees with challenging work, offer job security and better working conditions among other expectations. On the other hand, employees should be

enterprising, team players and multifaceted among other expectations from their employers.

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