

Discuss the pros and cons of unions

[Literature](#), [Russian Literature](#)



Pros and Cons of Unions

Pros Unions enable organizations and workers to reach amicable solutions pertaining to their contractual obligations. Unions are present in organizations to protect the interests of workers and engage the management in discussions. In this regard, unions are vital for campaigning for the better wages for the workers. Wage rates complaints normally arise if workers feel that the company is maximizing returns, but fail to improve their incentives (Phillips and Gully 442). Another benefit of unions is that it facilitates the improvement of benefits that encourage. This implies that if benefits are increased, then workers will increase productivity that translates into profits for the company. Unions are also important for negotiating for better facilities at the work place such as maintenance services, new tools or equipment (Phillips and Gully 443). The introduction of such facilities implies that workers are willing to increase productivity and quality.

Cons

However, unions also pose challenges to organizations and workers. For instance, unions breed laziness and rudeness in situations where the management fails to act. This causes industrial riots or unrests, which reduces the productivity and earnings of an organization (Phillips and Gully 443). Another setback of unions is that they create social groups in the workplaces where workers spend more time gossiping instead of working. Organizations where social groups are prevalent tend to suffer from misuse of resources and low productivity. This arises because the workers are attached to social groups that subscribe to their preferences. It is also apparent that unions are not good if it leads to shifting of strategic plans to

respond to workers' demands (Phillips and Gully 443). This gives the rival firms a competitive advantage since they are capable of working towards the faulted plans of the competitions.

Work Cited

Phillips, Jean, and Gully Stanley. Human resource management (Student ed.).

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