

# Walmart change proposal

[Business](#), [Management](#)



Wal-Mart Stores Inc Proposed Changes to Wal-Mart Stores Inc. As it is today, Wal-Mart is in a bad shape. Apart from the poor sales and empty shelves, there exists a very bad relationship between the organization's management and its employees. Several workers have either complained or filed suit cases against the company for failing to discharge its duties as per the law. In fact, the major issues that need to be addressed are the company's anti-union policies; violation of the wage laws; exploitation of employees; insufficient healthcare services; lack of proper communication; discrimination; and general poor working conditions (Fishman, 2006).

So, if I were to intervene, I would give suggestions on the changes that need to be effected in order to resolve these problems. First, the company needs to comply with the wage laws. It should stop exploiting its workers, but pay them at least a minimum wage of \$10 per hour. Besides, the company should improve occupational health to the workers. Anyone who works as a seamstress or fabric cutters should be given high quality protective devices like gloves (Ingram; Yue & Rao, 2010). Moreover, the management should not discriminate on employees based on racial prejudices. Lastly, the company should soften its stance and allow its work force to form unions and improve communication with them. So, by supporting outfits like Organization United for Respect (OUR) Wal-Mart, the company would be doing a great thing.

I believe that if these changes are properly implemented, the company would have to build a cordial relationship between the management and employees. Thus, it would be in the right path for regaining its reputation, growing and accomplishing its goals. Employee-welfare needs to be

reconsidered because they constitute a very significant component of the organization. Without motivating them, nothing can be achieved.

#### References

Fishman, C. (2006). *The Wal-Mart Effect: How the World's Most Powerful Company Really*

*Works—and How It's Transforming the American Economy*. New York: The Penguin

Press.

Ingram, P.; Yue, L. & Rao, H. (2010). "Trouble in Store: Probes, Protests, and Store Openings

by Wal-Mart, 1998–2007". *American Journal of Sociology* (University of Chicago Press)

116 (1): 53–92.