

Managing workforce
diversity: people-
related business
issues at the barden
corpor...



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Question #1: Provide at least two (2) specific recommendations to address the spiraling health-care costs of an aging population. The first recommendation that I propose to address the spiraling health-care costs of an aging population is to encourage the older employees to be more concerned with their health. Robert Fletcher, President Director of PT Philips Indonesia, suggested that they should be persuaded to eat healthily and exercise more from the time they begin working and throughout their careers (2011). He went on to say that this will also mean that the aging workers can be more fit; thus, remain longer on the job.

Further, he said that many companies now are implementing health and wellness programs to reduce the risks of acquiring new chronic conditions or worsening of existing ones. According to Fletcher, researches have indicated that “ investing in employee health reduces medical insurance costs, cuts absenteeism, increases productivity and reduces staff turnover” (2011).

Another recommendation which I propose to address the spiraling health care costs of the aging population is to introduce flexible work time or “ flexible retirement”. “ This means that the schedule may involve scaling down to three or four work days per week. It may also include rotating back and forth between work and time off, such as having six months on the job and six months off - or some variation of that” (Braun Consulting Group, 2008). I think that this recommendation can easily be implemented considering that most of the older employees are paid on an hourly basis.

This option will lessen health care costs because the older workers will have more time to rest which can result to a higher productivity when they come

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back to work. Furthermore, the time they spend in the workplace will be reduced; thus, less possibility of work-related injuries, which are often due to their old age. Question #2: (a) Identify two (2) diversity-related challenges which may affect the development of "qualified" employees when new technological innovations are introduced in the workplace. (b) Provide one (1) recommendation to address each challenge. One diversity-related challenge presented in the Barden Corporation is the existence of an aging and more experienced workforce as against the entry of a new batch of younger, inexperienced and untrained recruits. The possibility of a "disagreement" between the two groups exists because of the disparity in their backgrounds. To address this challenge, I recommend that the company design a "mentoring" program whereby the new recruits will be taught the necessary skills by the older workers. In the same manner, the new hires will share their knowledge with the older employees regarding the latest technology to be adapted by the firm. Hopefully, this "mentoring" program will promote camaraderie among the two diverse groups because both of them will benefit from each other. The older group will feel their importance to the company despite their age and the younger group will feel that they are contributing to the advancement of the organization through the infusion of new ideas. Another diversity-related challenge in the organization is will come from top management. The recruitment of new employees will most likely result in a wide gap between the ages and skills of the workforce. The new employees will be younger and are more knowledgeable of the new developments and innovations in the industry while the existing employees are older and are accustomed to doing their jobs the "ancient" way. Management can definitely expect a clash in <https://assignbuster.com/managing-workforce-diversity-people-related-business-issues-at-the-barden-corporation/>

opinions from the two groups especially during their regular meetings. To address this challenge, Joplin and Daus suggested that top management must “ send a message that the diversity of opinions is valued and will move the organization to higher levels of performance” (n. d.). Furthermore, they added that “ the best tactic for the leaders is a daily, deliberate and continuous active emphasis on the key role that each employee has in the organization’s success”. Management must be careful not show any biases or prejudices to any of the group so as not to demoralize them and adversely affect their performance on the job. Works Cited Braun Consulting Group. (2008). Aging workforce - Employer issues. Retrieved 8 July 2011, from braunconsulting. com: <http://www. braunconsulting. com/bcg/newsletters/winter2007/winter20074. html> Fletcher, R. (2011, July 2). Challenging opportunity for aging population. The Jakarta Post . Retrieved 8 July 2011. <http://www. thejakartapost. com/news/2011/07/02/challenging-opportunity-aging-population. html> Joplin, J., & Daus, C. (n. d.). Challenges of leading a diverse workforce. *Academy of Management Executive* , 32-47.