

# Managing human resources essay example

[Experience](#), [Belief](#)



The Intermountain handbook has addressed some issues. These issues are explained below.

### **Job security**

All employment at Intermountain is at will, and this status can only be altered by the President of Intermountain signing a written agreement, not supervisors or managers (7).

### **Termination**

Employee status can only be terminated by the employee themselves or Intermountain for any legal reason and at any given time (7). Termination may also occur should an Intermountain employee release any patient or employee confidential information without authorization (22).

### **Rewards**

The only form of rewards that Intermountain offers is additional benefits to workers who work more hours per payment period. These benefits act as a form of helping employees create a work-life balance (27).

### **Training**

All Intermountain employees are expected to complete compulsory training and essential education essential for compliance, competency, personal, and patient safety (25). All training has to be concluded by the assigned due dates (25).

### **Disciplinary action**

One may have disciplinary action taken over them should they:

- a. Exhibit any sexual harassment behaviour towards their colleague(s) (10).
- b. Fail to maintain proper licensure or certification needed for their employment position (13).
- c. Recording someone else's time, falsifying time, or giving someone else the authority to record your time (17).
- d. Fail to complete training by the assigned due dates (25).
- e. Have any unlawful involvement with illegal or controlled substances in the line of duty (11)

Disciplinary action for the above reasons may lead to termination.

## **Employee assistance processes**

Intermountain provides an Employee Assistance Program that is full-service, which helps both employees and their families to manage a number of personal problems.

## **Positive quotes**

1. “ At Intermountain, we are committed to creating and maintaining a culture that continually reinforces our high ethical standards” (8). This quote struck me as positive since it clearly states of how much importance the organizational culture is to the organization.
2. “ Intermountain strictly prohibits harassment in the workplace” (10). This quote is positive since it provides a safety net for all workers from sexual harassment.

## **Negative or confusing quotes**

1) “ Those who report legitimate concerns in good faith are protected from retaliation” (8). This quote is somewhat negative, since it may scare employees from reporting their concerns for fear of retaliation.

2) “ No disciplinary action will be taken if you report legitimate safety or quality of care issues in good faith” (9). This quote may be confusing to employees, since they may not know whether any reports they consider will be received in good faith, or they will end up facing disciplinary action.

As much as the handbook has tried to address some factors, some issues have not been mentioned. These issues include: probation, transfer, process and basis for evaluation, advancement opportunities for job growth, promotion, grievance, and appeal. Moreover, although reasons for disciplinary action have been mentioned, the process that will be used has not been outlined.