

Td 3 mgt- 412 discipline, suspension and termination

Business



TD 3 MGT- 412 Discipline, Suspension and Termination al Affiliation: TD 3 MGT- 412 Discipline, Suspension and Termination

Introduction

This paper will analyze an article titled “ Discipline and Termination: Employment Law Blocking and Tackling” which is written by David Whitlock. The paper will also analyze an article by Larry Rosenfeld, which is titled “ How to Discipline and Fire Employees.” After this analysis, the paper will show that Larry Rosenfeld substantiates the ideas of David Whitlock

Analysis of Whitlock’s Article

Whitlock’s article discusses the challenges that employers have when dealing with discipline and termination issues. David says that handling discipline and termination issues correctly is important since failure to do that leads to exposing the company to substantial liability (Whitlock, 2010). According to the writer, issues of discipline and termination should be handled according to the organizations rules and regulations. The process should be handled fairly to avoid the risk of the employee seeking legal action. Whitlock states that for an organization to successfully terminate or punish employees, they should follow the RIP approach or the GOOF method (Whitlock, 2010).

The RIP approach requires that the employer should communicate rules and policies clearly, ensure that the rules/policies are well understood, and ensure that punishment is consistent with all similar indiscipline cases. By following this procedure, all the employees will be aware of the rules and little complain about discipline will be heard. The GOOF approach requires the employer to follow four steps before punishing or terminating an

employee. The first step is to show that there are goals or expectations were known to the employee. The second step is showing evidence to prove that the set goals were not met. The third step is showing proof that the employee was given an opportunity to improve. The final step is swing proof that the employee still did not meet the expectation despite being given the opportunity to improve. Whitlock says that by following these steps, employees will feel that they are fairly treated, and no complaints will arise after punishment or termination (Whitlock, 2010).

Analysis of Larry Rosenfeld' s article

Rosenfeld's article discusses the methods of dealing with termination issues in a way that the company does not suffer in future. Larry says that the employer should device logical rules and ensures that they are well established and enforced. According to the article, rules should be communicated to the employees before they begin being implemented (Rosenfeld, 2014). The employees should be conversant with the punitive actions following breaking of the rules. In case an employee breaks one rule, they should be given a second chance but this should be recorded. Evidence should be gathered and presented before making a decision to fire the employee. Moreover, issues such as contract terms should be taken into consideration before firing an employee. According to Larry, the employee should be given a chance to appeal for the firing so that cases of discrimination accusations may not arise.

Similarity in the two articles

Larry's article substantiates the ideas presented by Whitlock. They both believe that the employer should communicate all the rules to the

employees. Moreover, they argue that the employee should be given a chance to rectify their mistakes before making the decision to fire or punish them.

References

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