

Illegal pay discrimination

Sociology



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However, his salary was \$10, 000 more than the female associate. Moreover, the other two counselors that were hired had no experience in counseling, and their salary is similar to the female associate.

In my opinion, Charles M. Cummings is correct in believing that employees do enjoy having their achievements acknowledged by others, especially their supervisors and peers. Employees gain a sense of accomplishment and belonging when their achievements and successes are acknowledged. They are more successfully driven and motivated when they feel that they are contributing to the company or organization as a whole.

Alfie Kohn believes that incentives do not motivate employees to perform their best for the long-term, only short-term. He believes that, when employees feel they will gain incentives for their performance, they will only improve their performance for a short while. Their performance will, eventually, drift back to its same, previous status.

On the other hand, there are situations in which Kohn's theory of employees' performance does prove to be true. For example, working in a call center, the job is customer service, whether the calls are inbound or outbound. In this particular situation, the calls are inbound, meaning that customers call into the call center for help.

Answering the

Answering the calls and helping customers with their problems, repeatedly, can become very tiresome. As a result, call centers usually offer their employees incentives for performing their job well, though the boost in the employees' performance will, most of the time, only last long enough to gain the incentive. Call centers also offer their employees incentives to find other people to come and be employees as well, and, more often than not, the

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performance cycle repeats itself.

In conclusion, Charles M. Cummings believes that employees are encouraged when others acknowledge their successes, and this is true. However, there are instances when the theory of Alfie Kohn will be acceptable such as the situation with the call centers. Incentives can motivate employees to be more successful at their job, but the boost in performance will only be short-term.

13. 1 - Unionizing FedEx

FedEx should be unionized, and there are several reasons for this action. The policies and economic standpoint of FedEx seem to change frequently, these days, as with other companies in the workforce. The information that weighed heaviest on my decision was the fact that, when the employees at the Antigua location of FedEx engaged in a strike, the company terminated all of its employees and closed the office.

Employees should have a right to have secure employment at their place of employment. Should FedEx unionized, the employees would, at least, know that their job will not be eliminated. However, if the employees' jobs are eliminated, FedEx would be liable for compensation for their ex-employees.