

# Social media exercise



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Social Media Exercise Site and Organization Chosen I looked at the Glassdoor site, which unlike the other sites, offers a detailed review of employee review and other details regarding an organization and what it offers to employees. I searched for Microsoft Company. Microsoft employees many people from all disciplines, whether in Information technology, Humanities, business and other fields. There are 90, 000 employees at Microsoft Company (“Glassdoor”). It is one of the companies which if granted the chance, I would be extremely excited. The site gives all the detailed information about the company, for example the company’s employee salaries, job benefits, photos and interviews. On the home page there are links which read to other pages. For example, after searching under the name Microsoft Company, the home page contains other links on reviews, interviews and benefits (“Glassdoor”). A click on them directs one to another page with more details on employee reviews.

#### Fairness and Unfairness Employee Reviews for the Company

From some of these reviews, it is evident that the employees have worked for long at the company and still enjoy working there. The positive reviews are many than the negative reviews and a look at the negative reviews shows that the company is still an ideal company to work for and get the best job benefits.

Under procedural justice, the individual perception is that the outcome allocation decisions are fair (Rawls 74). The two employee review examples I noticed on procedural justice was where one of the employees noted that the pay is 100% based on performance, not on politics or other factors that other company use to pay employees (“Glassdoor”). There is another review where the employee says that the company cares for its employees.

There were also several discussions on distributive justice. In distributive justice, diverse employees get fair allocation of resources (Rawls 242). One of these reviews is where the employee says that at Microsoft there are diverse employees and all have equal chances of moving across teams, geographies and disciplines. The other review says that it is a large corporation with a diverse group and gives very attractive health and medical insurance covers (“ Glassdoor”).

There were no discussions I noted on informational justice and interpersonal justice.

#### Outcomes Associated with Fairness and Unfairness

There many outcomes associated with fairness and unfairness. All the outcomes, whether associated with unfairness or fairness usually have an effect on the topic of discussion or an organization. In the reviews I read on Microsoft Company, the outcomes from the company are largely associated with individual perceptions of fairness. For example, most reviews say that the company is one of the best companies to work for and it has some of the health insurance benefits such as maternity and paternity leaves. There are also employees who work from home, estimated at 75. 28% (“ Glassdoor”). Based on the reviews, most employees seem so happy and with little or nothing to complain about regarding leadership management issues, salary, working hours and other issues.

#### My thoughts on those who Post Reviews on unfair treatment

Yes, there are those who post negative reviews on unfair treatment at work to tarnish the company’s name or for other malicious intentions. However, the employee reviews under the Microsoft Company all have one thing in purpose; that is they are mostly based on individual experiences and are not

too unfair in my view. For example, I noted that most employees said at times an employee can end up handling so many tasks leading to confusion (“Glassdoor”). In my opinion, no one like to work for long hours, but at least the employees here get an attractive payment package for the extra hours they work.

My thoughts on the use of such Organization Review Boards

Such organization review boards are helpful to graduates, students like me and other people in the job market. Though at times one may not want to concentrate so much on the reviews given on organization boards, fearing they are not true, these reviews are helpful. The reviews on benefits and salary package offered at a company are some of the best indicators of how the company treats employees.

Research Hypothesis

One research hypothesis on people and their injustice or justice experiences is that it is only a few fortunate people who are lucky enough to get the justice they deserve (Rawls 6). The majority share their experiences of injustices based on their experiences and it is only a few who want to tarnish company names or engage negative discussions and reviews.

Works Cited

Glassdoor. com. " Microsoft Company." (2008): Glassdoor. com. Web. 9 Sep 2014. .

Rawls, John. Theory of justice. Cambridge, MA: Harvard University Press, 2009.