

Free employment relations case study example

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As discussed in the Wal-Mart's case study, some of the key features are addressed below in relation to the case study.

Global competition is evident in the case study as Wal-Mart compares its health benefits with that of its competitors; Home Depot, Macy's and PepsiCo, claiming its health plans are better. It also goes ahead to claim that their competitors Home Depot does not offer their part-time employees the same health plan they offer their full time employees as opposed to theirs. Mediation is related to the case study as intervention from the labor unions opposing the escalated health care premiums by the Wal-Mart is witnessed. They are trying to get the Wal-Mart employees to unionize of which Wal-Mart is fiercely opposing to an extent of shutting down any store whose workers are trying to unionize. A good example is when employees from Canada voted to unionize back in 2005, Wal-Mart shut down the store. Arbitration is also applied in the case study where Wal-Mart is defending itself against a gender discrimination class-action law suit and the U. S Supreme Court intervenes to solve the matter.

Conciliation relates to the case study as, " OUR Wal-Mart", which stands for Organization United for Respect Wal-Mart, is a Union-financed organization which tries to bring the workers and Wal-Mart management together. They are expected to converge at the Wal-Mart headquarters at Bentonville, Ark. The organization intends to help the workers demand against Wal-Mart's cutback to Health care benefits. It is also seeking to request for changes, by pressuring Wal-Mart management team during the meeting to improve wages and benefits for its workers.

All in all the workers seem to be facing a difficult time making a living with

the increased health premiums and low wages. With the help of work unions and Labor groups, they can help make the conditions fairer to make sure that Wal-Mart does not put profits ahead of the welfare of the employees.