

# Unions in qantas dispute essay examples

[Business](#), [Company](#)



Management In this dispute, the CEO of the British Airway played a major role whereby, he only considered stakeholders' interest. This call for an adoption of better cooperate social responsibility so as to facilitated proper management of employee relation in the organization. Under the current management strategy that was, endorse by majority of the shareholder the CEO made a huge increase pay which was unfair to the organization since Qantas faced a fall in share price under his management. Qantas management is required to cut down on the labor cost especially on it international routes. Dixon and Joyce claimed to be less concern and lack knowledge on any step toward grounding homeland and international fleets along with interested parties and decided to run things on their own without informing customers involved. Alan Joyce leadership is in question as to why he adopted a double standard pay increment whereas he could have made equal increment as to those of his staff. The whole management of Qantas adopted a total different technique in cutting down the pay rates, put in place a different work practices. In order to increase profit maximization they lowered labor cost and taking all its jobs offshore.( Coulthard, pg. 26)Qantas board had a big hand in trying to evade any rise of management- employee conflict through its support for an attempt by a certain private equity fund to purchase the organization. The general composition of the organization is made of teams that are guided by mutual goals therefore resulting to a conflict free environment between the manager and the workers. Therefore, the management should give his staff chance to raise their grievance and be acted upon with immediate effect.

The quality of the relations of employees is a very important factor in every organization in that it affects the performance of employees directly due the impact on their morale and motivation. This will influence the ways in which employees can enjoy the benefits of their work and the company in general. The employees are entitled to equity and fairness at the work place in relation to the work of an organization or even the effects on the national economy. (Coulthard, pg. 16)

Recently, the policy on protection of employee rights has been a controversial issue in relation to what employees are entitled to.

The controversy arose from the announcement by the CEO of Qantas that some employees should work as casual workers. This led to many movements which led to the formation of tribunals and filing cases in the courts in order to compensate the employees for the unfair treatments by this company. This company has considered more the interest of the shareholders without the consideration of the third parties like the welfare of employees and the social responsibility of which the company is supposed to fulfill. (Broad bridge, pg. 43)

This conflict has also led to issues in which the government should regulate the affairs that relate go the companies through formulation of policies to regulate the companies so that the employees are protected from the unfair treatments by the management of the company.

The stocks of the company were traded while most shareholders have no information that relates to the share prices in the market. This practice is unethical and led to conflicts between the company and the shareholders who were not given the information pertaining to their share in the stock

markets.

Qantas have faced many disputes with the flight attendants. Many of the flight attendants conflicted with the management of the company. The conflicts were as a result of the dissatisfaction of the employees and the shareholders. This led to formation of unions to fight for their rights which were infringed by the management of this company. The work force formed unions to advocate for their rights. This company faced challenges which led to conflicts with the employees, passengers and the government. The employees were advocating for better working conditions while the customers were fighting for good services in their flights as well as in the process of accessing the services. (Broad bridge, pg. 32)

In conclusions, the unitary approach is better in that the authority runs from Broad bridge one level of management therefore there are no many conflicts like in the case of Qantas which led in the conflict of interest in relation to the payment of the employees in different branches where those in Australia are less paid. The pluralist approach is less effective because it leads to many grounds of conflict.