

Dq 5 - 450

Psychology



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Psychology Questions al Affiliation Psychology Questions Personally, I define preconceived notions about gender as liable to intentional bias (Anker, 2001, p. 250). This aligns with the findings in that employer and should avoid basing their evaluation of employees on race or make decisions because of careless bias or stereotype. To eliminate any unintentional bias, the federal civil rights laws strongly prohibit discrimination based on sex and resulting to inhibition of women advancement. Further, I believe there is no excuse for stereotyped bias even in the event that an individual is unaware of stereotype causing personal discrimination inspiration since this does not less the significance of the resulting impact (Anker, 2001). Consequently, employers should not take advantage of misperceptions to defend their discriminatory actions or decisions because this does not remove the resulting taint of discrimination.

Training for an employee being moving to another country for work would include cultural and linguistic training, orientation, and mentoring provision (Wilson, 2010, p. 77). For host nations with different cultures, the expatriate and relocating family members should receive cultural training before leaving to avoid any cultural misunderstandings as assignment commences. Language training should also be provided to relocating family members and the expatriate for professional and personal achievements at work.

Orientation to assignment details should also involve both the expatriate and family members to enlighten them on information regarding benefits, compensation, safety and security, allowances, and relocation issues (Wilson, 2010). When at the host country, the employee and his family should be connected to a dedicated contact person in the host nation. This immensely improves the employee's efficiency and also enables the

employee and his relocating family members to assimilate to the host country norms and cultures.

References

Anker, R. (2001). *Gender and jobs : sex segregation of occupations in the world*. Geneva: Geneva International Labor Office.

Wilson, T. (2010). Best Practices for Transferring US Employees Overseas. *Practical Law the Journal*, 70-81.