

# Case study on 32: wal-mart and its associates: efficient operator or neglectful e...

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



3. Wal-mart's excessive power in its relationship with its employees is as a result of company's impact on the national economy. The retail store is acknowledged for its regulation of inflation and provision of discounted products which in turn shields the community from economic problems. On the other hand, the organization is a very big employer, hence provides employment to many Americans. However, the human resource practices in the organization lead to a bad relationship between it and its employees.

4. The allegations by Wal-mart's employees are a reflection of the changing social contract between companies and employees. Modern organizations have realized the need for a happy employee since it leads to a productive and sustainable organization. As a result of this, they have resorted to great HR practices which make better workplaces unlike Wal-Mart. Looking at the most of the problem, it can be acknowledged that they are a result of the free enterprise at work.

8.

If Wal-Mart is able to argue the women fail to apply for promotions hence contributing to their plight, it should not be held liable for violation of sex discrimination laws. On this point, it is rightful for Wal-mart to argue that it did not promote women as often as men since they did not apply for promotion, which is the basic basis of evaluation of a promotion request. One of Wal-mart's business practices is Human Resource management. Looking at them, it can be acknowledged that they are not the best. Some of the main impacts of the HRM are bad remuneration, overworking of employees and depriving workers from joining unions. As a result of the bad

human resource management, the organization has a demotivated workforce hence compromising on their productivity.