

Affirmative action program assignment

[History](#)



Adequate care must be taken in spotting every fact on how it will affect the success, the percentage of the minorities especially women, ethnic groups and other races if poorly represented in the Company. Affirmative Action Program: The Supreme Company must prepare and submit an affirmative action program as specified by Supreme Court ruling in favor of affirmative actions which all companies must adopt. In preparing this affirmative action program, Supreme Company should consider its employment inventory, their Truckee into the four groups of the entire workforce.

The four workforce groups namely: Women, Ethnic of different origins, Races that are not properly represented and others that could not be traced within the mentioned three groups. It is believed that Supreme Company that never employed more than 15 people was able to employ up to 75 due to “ doing small shopping centers and multi-storey buildings in addition to work in its traditional area of specialization. ” No approval action for discrimination and equal employment opportunity must be adhered to with right to equality concerning recruitment and selection process.

Before National Aeronautics and Space Administration (NASA) could request this – there had been cases of discrimination against minorities. Purpose of the program designed to accomplish: The purpose of the program is to know how the minorities especially women could be overcome in near future. Not to discriminate against any employee or job applicant due to race, color, sex, religion, or national origin. To impact raining to the mentioned minorities that are not properly noticed.

To encourage them to grow numerically in the company. The company to improve their representative in different job category. It will accomplish how Supreme Company can predict the number of minorities and women it would select over time, not minding the policy of discrimination. The prediction can constitute the company's affirmative action in line with its goals. (Anderson, 2002). Goals, schedules, and affirmative action involvements had to be designed to correct identifiable deficiencies.

Conclusion/Recommendation: Supreme Company had to undertake an affirmative action because of different types Of judgments and congress actions by various government as to remain with the policy concerning affirmative action. With this, the company would not violating the cardinal principal of equal opportunity and non-discrimination. The aim should be critically and positively followed. The company should also develop some representation, whereby the people of certain community group may be motivated and inspired to take-up employment for their group.