

Mgt 511 session long
project module 4
employee and
industrial relations
(walmart)...



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WalMartEmployees WalMart has always been in the news for the employees and the industrial relations. Although the company is among the best retailers in the world, the company has been found to be an unjust, discriminating and unfair employer. The company has a number of lawsuits against them in court and most of these are for the discrimination against employees and also incorrect time cutting from the charts of the employees (Miller). The employees of the company are mostly focused and committed and the quality of the employees is also high. This can clearly be said as the company focuses on selecting individuals based on their performance as well as on the induction period performance. Here the company focuses on completion of computer based learning and also on the job training for the employees. However, based on several reviews of present as well as past employees and keeping in mind the several law suits that the company has faced, the employee relations clearly are not very healthy. The company has over the years stepped over numerous employees and workers to come to their current position (Cram). In order to overcome these issues and to improve the overall employee relations it is crucial that WalMart focuses on improving the relations with the employees. Here in order to achieve this, it is important to increase and improvise on the current policies of the company. Also, action needs to be taken against managers who have been accused of any form of discrimination (Friedman). The only way that the company can effectively ensure that the employees are given the rightful respect and attention is by ensuring the management follows the policies. The policies of the company need to be revamped in every aspect, including the pay and the discrimination against women. Doing so will help the

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employees gain a better place to work, and also help employees to be more secure at the jobs. Hence the most important step that the company needs to take is to ensure managers who discriminate are dealt with in the severest manner and policies of the company clearly need to focus on the discrimination laws as well as the laws relating to pay (Economy Professor). It is for the human resources department to ensure that the policies are not only on paper but are also followed in practice. Strict action needs to be taken against managers and team leaders who violate any of the rules (Miller). Developing a strict policy within the company will help ensuring better performance of the employees, as well as a safer environment to work. Together these will only help in improved motivation and as a whole bettered performance (Anonymous). Hence it is crucial that WalMart takes the necessary steps like improving the policies, providing training for managers on how not to discriminate and also ensure that the pay structures are fair and accurate and employees receive their pay on time. Works Cited Anonymous. " How to Fight Workplace Discrimination: Tips From EEOC Lawyers." HR Focus (2008): 7, 3. Cram, Jared. Ten Things Wal-Mart Doesn't Want You To Know. 2005. 6 March 2011 . Economy Professor. Labor Market Discrimination. 2010. 2 May 2010 . Friedman, Joel Wm. Employment Discrimination: Examples & Explanations. Aspen Publishers, 2010. Miller, John. John Miller. 2006. 3 March 2011