

# Human resource (management)



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Policy for Dress Professional appearances count a lot in an organization. It has been widely believed that people should be dressed in perfect formal attire to impress others in the corporate world. Policies for dress code vary from organization to organization. However, many employees consider it as their right to dress any way they like which gives inappropriate professional look. Therefore, to bind them uniformly it has been made imperative by the organizations for their employees to follow the strict dress code that would benefit the organization to eliminate the discriminatory factor among them. The organization should clearly state the dress code according to its public image. Even defining the casual dress code it is highly advisable for the organizations to specify which clothing is inappropriate for a professional environment. Employees should keep in mind that their dress should reflect their personal style as well as their organizational culture. Any changes in dress code policy should be made informed to the employees through memos. Dress code policy revolves around each and every single item that counts in shaping one's personality such as shoes, dresses, jewelry (for females), dress colors (preferably the corporate colors) and bags (Bornman: 2007) Policy for Worker Pay: A pay policy structure defines the framework for the pay according to the grading criteria or jobs in an organization. A homogenous pay structure at all levels ensures a fair treatment to the employees by the employer. An employee should be paid justifiably according to his skills and experience. It is imperative for an organization to review their pay structure policies every after year. A balanced pay structure or a pay policy helps the organization to reduce the job discrimination as well as it also helps in increasing the flexibility. On the other hand, financial rewards also contribute towards defining the pay policy structure on a

broader perspective which enables the employee to grow and excel within their organization. Rewards and cash incentives are structured to acknowledge the efforts made by the employees at the end of year against their hard work which increases their motivational level. Therefore it is highly essential for the organizations to draw the pay policy structure on the basis of equality and flexibility which will enhance the work efficiency of the employees and building up of a healthy workplace environment. (Lazear: 1989). Work Cited: 1- Bornman, Suzanne(2007): " Dress code for professionals" South African Pharmacist's Assistant [Online]< <http://sapajournal.co.za/index.php/SAPA/article/view/37/32>> viewed on 16 May 2011. 2- Edward. P. Lazear (1989): " Pay Equity and Industrial Politics"- Journal of Political Economy, vol. 97 no. 3