

Industrial action



In the present set-up between British workers and managers, the over-all score reads that most of the workers are paid according to their expertise and several laws were conceptualized in accordance to the workers job descriptions and the nature of their work. Also, there are accounts that gender issues has been well documented as most of the workers claim that several companies prefer to hire male workers than the female ones.

Also, time constraints should also be a consideration in dealing with the present working set-up of British workers with regards to their salaries and the kind of treatment that their employers gave them. If we are to look into this problem 17 years ago, it was stated that A 1990 survey of working time found that just over one in 16 employees in Britain had their working hours calculated on an annual basis.(1) At present there are a lot of workers that are being paid in output basis rather than the time they consume to finish the work. These works includes the likes of care giving, freelance jobs, journalists and the likes. The kind of workers that are included in these fields are paid in an output basis which most of the companies does, because according to the companies, these people are not required to attend regular working hours and the hours that they consume in fulfilling their tasks are not that identical and this prompted these companies were compelled to do such acts. However, this scheme was not accepted by majority of the workers and this scenario oftentimes creates conflicts and clashes between the workers and the employers.

There are accounts that workers are either offered with favorable amount in order for the companies' make the workers feel that they are compensated. In this way, the workers would think twice in bringing work related matters to the court, particularly the rights of the workers that are deprived by some of

the employers. However, workers and managers must know their duties and their limitations. Furthermore, Abramson claimed this vintage virtue stating “ Wherever authoritative roles exist, they differentiate between those who command and those who obey. Moreover, in any organization we can differentiate between those who participate in the hierarchy of command, regardless of their position in this hierarchy, and those who are subordinate.” This means that whatever the circumstance, the workers must comply with the kind of leadership his manager employs.

If we are to base it in a British management perspective which deals with relationship with superior and its subordinates which was illustrated as “ The French and British, for example, emphasize the power of position in ... they focus on relationship between the manager and worker as the key to build harmonious relationships (LIB. UNB 2006)”, there are still a lot of companies who needs to build up their relationship among their workers by giving them the kind of treatment that a worker deserves regarding their participations and incentives as a part of the organization as a whole. In this case, realization that the workers are vital to the success of a certain company, therefore proper incentives and salaries that are due to them must be made as a part of building harmonious relationships with them.

- 1) A. Wareing: " Working arrangements and patterns of working hours in Britain", in Employment Gazette, March 1992, pp. 88-100.
- 2) Abramson, E., H. A. Cutter, R. W. Kautz, and M. Mendelson. " Social power and commitment: A theoretical statement." American Sociological Review 23 (February 1958), 15-22.
- 3) Lib. unb. ca “ Journal of Comparative International Management “ opened

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