

Human resources



Discuss the future trends of hospital unionization efforts and how the hospital should be prepared to confront these issues. What departments are the most vulnerable to union attack and what can the organization do to manage these areas? The trends of unions in the hospitals have been on the increase after the enactment of the Labor Relations Act in 1974 (Phil, 2007). This Act covers unpaid employees in the hospitals. Also unions are increasing because policymakers have put a lot of pressure on hospitals to recognize unions. The hospital confronts union formation by coming up strategies that encourage workers to appreciate a working environment that is free of unions (Panitch & Swartz, 2003). The departments which are likely to be affected include that of cleaners, caterers and orderlies. The hospital deals with unions by giving workers what they deserve. It involves good pay, engaging them in decision making and providing the required support while executing their mandate among many other issues (Phil, 2007).

2. Describe and discuss the three most important legal issues in human resources management. What will you do as a manager about the three issues' respective importance? Equal employment opportunity law ensures that all employees have equal rights of being employed in any institution. A person is supposed to apply for any job irrespective of national origin, color, sex or region. However, actions are taken against those companies that discriminate against people with disabilities (McLean, Osman-Gani & Cho, 2004). Laws affecting benefits and pay comprise the employment retirement and income security Act which is responsible for health and retirement plans. Also it ensures that employees are given annual report of the company that they are working with. Lastly, according to McLean, Osman-Gani & Cho, (2004), there is the enforcement agencies. This has the office of federal

contract compliance programs which has the mandate of auditing affirmative action plans. Compliance reviews are taken to find out if a severe indicator is present to suggest the existence of employment exploitation. As a manager, I will ensure that all these three legal issues are operational to ensure that the objectives of the organization are realized. 3. Relate the concept of a union-free work environment to professionalism, and describe how professionals can accept the concept of unionization. What might you do as a senior healthcare executive to address this professional inconsistency? The union-free work environment aims at improving the relation of employees. Further, it ensures that the management and employees are closer together so that when issues arise than they are dealt with at a faster rate (Panitch & Swartz, 2003). In professionalism, the union formation is enhanced. Internet is used as tool of recruiting workers to join the union. It is also used to inform the employees about the meetings which are supposed to be held (Phil, 2007). Further, issues which workers feel are not satisfactory are channeled to the employer via the internet. If inconsistency arises from professionals then defensive strategies are supposed to be in place to deal with it. This occurs when a union does not back down on a given matter. References: Phil D., (2007): State of the Unions: How Labor Can Strengthen the Middle Class, Improve Our Economy, and Regain Political Influence: McGraw-Hill Professional. Panitch L. & Swartz D., (2003): From consent to coercion: The assault on trade union freedoms, third edition. Ontario: Garamound Press. McLean G., Osman-Gani A. & Cho E., (2004): Human resource development as national policy. Advances in Developing Human Resources