

Reading response



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Reading Response Q Olsson points out that Wal-Mart is severely understaffed. She narrates how Jennifer finds herself doing much more than her designated work in one shift. On a given shift, she can hop the register, hop on the mechanical lift to retrieve something from the shelf, catch fish from the tank, run to another department to help get an item(Olsson 79). Such is the overwhelming work schedule that employees find them. Furthermore, the employees earn low wages and can barely make ends meet. They find it hard to cope, and most of them live from hand to mouth. Living on such a pay is unbearable for many of these employees, and many find themselves looking for a second job. Another major hurdle that Wal-Mart employees face is discrimination against women. Many women employees who have faithfully served the organization for years fail to receive equal salary increment similar to male colleagues. Furthermore, they also face opposition from the company as they seek to form a union for employees. Often, those who show initiative in such activities find their jobs in jeopardy. A number of staff in Jacksonville, Texas found themselves unemployed after successfully voting for a union. Another concern for employees is the fact that many times, they are called upon to work overtime without payment. The company has very high targets, and supervisors regularly call employees to work extra hours to meet these demands.

Q 2

Mallaby argues that Wal-Mart caters to the poor and those households with little income. He claims that the prices of Wal-Mart commodities are pocket-friendly. A huge part of an employees salary usually goes to food and other basic needs. The company offers items at very reasonable prices and operates other programs focused on assisting employees (Mallaby 621).

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Therefore, Wal-Mart is of benefit to the underprivileged members of the community. He also goes further to respond to criticism about the alleged suppression of wages. He points out that the company's wage structure is better in comparison to that of other firms. Many people would like to work in Wal-Mart, and this is revealed in Mallaby's account of a recruitment drive when the store opened a branch in Glendale, Arizona. There were 527 job openings advertised, and they received an overwhelming 8,000 applications for these positions. There is also criticism that Wal-Mart is a parasite on taxpayers. This is because 5% of its workers are on Medicaid. Mallaby argues that this is normal with large retail firms. He adds that the national average for all the companies is 4%. He states that this policy is helping employees, and so it would be unfair to blame the company.

Q 3

Though the enterprise is a stable employer of many individuals; it is important that they give their employees an opportunity to form unions. A union would be a voice for the employees to be able to air effectively out all their complaints with the hope of getting heard. The union would be a very useful tool for reaching out to the company administration, and it would be effective in bringing out complaints from employees. Such issues as low pay and unpaid overtime work would have solutions. Union ensures that legislated benefits and protections of employees receive recognition. They also assist employees remain assured of stable employment without wrongful dismissal. Indeed, Wal-Mart should allow for the formation of a worker union. This would enable workers to voice out their concerns.

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