

The seven principles of the future employee by jacob morgan

[Business](#), [Human Resources](#)



The paper "The Seven Principles of the Future Employee by Jacob Morgan" is an exceptional example of an article review on human resources.

In an online article from Forbes Magazine by Jacob Morgan, one of the many trends that he forecasts about work in 2015 is a flexible working environment for future employees. According to Morgan, the year 2015 will have a larger percentage of employees working away from the offices without using the 9 am to 5 pm hour schedule. Morgan points out that the rate of employees in flexible work schedules will be a lot higher than it has been in the other years so long as they have access to Wi-Fi.

Such a trend is likely to have several implications on workplace justice particularly when it comes to issues of fairness. Most of these implications in my view are positive because it is well-known that most employees like flexible work schedules. On page 138, Griffin and Moorhead show that flexible work schedules do not only benefit organizations only. Such flexible work schedules motivate employees because they know they are in charge of their own hours (Griffin and Moorhead 139).

One positive implication is that a flexible work environment enhances the employees' opinion of fairness because they believe the organization wants them to have a balanced lifestyle at work and home. The other positive implication is that the employees' performance is likely to increase because their perceptions of fairness improve. When employees feel that the initiatives the management undertakes are fair, they are more motivated to work under minimal supervision, which increases their work performance. A negative implication of this trend on workplace justice is that it would result in employees not doing their assigned tasks or taking longer breaks. If some

employees believe their work schedules are not as flexible as that of their colleagues, they are likely to think they are not treated the way they want. Hence, most respond by failing to complete their tasks or taking unnecessary and longer breaks.