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[Business, Human Resources](#)



Employees' welfare Affiliation Introduction The welfare of employees is a core matter in any business organization. They are considered indispensable in a business. Many factors, however, affect their working.

Accommodating disabilities and family needs

Under the Americans with Disabilities Act (ADA), accommodation is considered any modification to a work environment that enables a qualified person with a disability to apply for or perform a job. It is usually the duty of the employer to ensure that the necessary modifications are made to ensure that these employees are comfortable.

Family needs should be a very major consideration in any organization. Many employees are either married or have families to take care. They, therefore, require different benefits such as health insurances among others that cater to both them and their families. The HR in any organization is thus required to ensure comfortable working environments for individuals in this two categories.

Poor performance measures

The identification of poor performance is an integral part of government policy. In various workplaces, there should be a known way to measure performance. While dealing poor performance, the supervisors are required to be careful so as to ensure there is no discrimination. The HR is therefore required to point out the various instances of poor performance before reprimanding the employee.

Pay Discrimination

The equal pay act requires that men and women in the same work description receive equal pay. This includes both the salary and the bonuses.

Many women have experienced discrimination in their work area because of their gender. Any individual identified to have violated this act should be sued. This is important since all the employees should be considered because of their skills and not the gender.

Conclusion

The welfare of the employees is the core duty of the HR. They should ensure equity and transparency in the work place. This will help give employees the motivation to keep performing well in their various fields

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