

On jewish culture

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Case Study on Jewish Culture How do you feel about Lisa's request? I feel that the supervisor handled Lisa's request unfairly and in a disrespectful manner because the only option she was given was to quit and go back to New Jersey where she would be more comfortable with her religion. This is not good at all considering Lisa has been a hardworking nurse in the emergency department for 12 years. With this kind of faithfulness to her work, the supervisor could at least consider her plea. The only excuse the supervisor used was that it would be inconvenient to other employees but if he or could have sat and reorganized the shifts and department, both parties could have at least been satisfied with the outcome. Therefore, the supervisor did not do something helpful to Lisa's request.

How to honor this request

The accommodations vary depending on an employee for instance in our case study when the employee needs days off for her religious holidays and Sabbath. Therefore, the employer has to arrange and make sure that his or her employee gets time off to meet her religious obligations (Anti-Defamation League, 2012, pp. 2). This can be possible through lateral transfers to other departments in the hospital, voluntary assignment substitutions, shift swap between the employees, flexible scheduling by allowing her to work on other national holidays in place of the days she needs the off day, and through use of her free time to work to allow her early departures from work. The supervisor can also allow Lisa who is a Sabbath observer from Friday night to work for longer hours from Monday to Thursday so that she can get her off days on Fridays to Saturday evening. Was the supervisor culturally competent in this situation?

The supervisor did not show any situation of being culturally competent since he was not able to use the domain workforce issues. This would help him or her in assessing organizational culture and issues associated with the staff's culture (Purnell, 2013, pp. 3-4). This type of framework is important for organization's management in helping them to guide the development of a care plan for the Jewish staff since their counterpart, the non-Jewish are not aware of the orthodox practices of Jewish. If the supervisor has been culturally competent, he would find a way of making Lisa feel satisfied as well as ensuring there are no hardships in work because of Lisa's absence. If Lisa were to discuss the issue at a team meeting, how could she present her concerns?

For an effective meeting in order Lisa could pass her concerns and see them accepted, she should have an overview of her concerns in form of slides so that the team could know all that is going on (parker & Hoffman, 2013, pp. 33). Through this, Lisa can find expectations and know the fate of her concern and this will enable her know where to rectify to make her concerns better and acceptable. She should also prepare a session to take the team members' concerns and questions such that she can be able to restructure her concerns where necessary.

What does EEOC say about honoring employee's requests for time off for holidays?

According to the federal law, which the EEOC follows, and honors, states that an employer must reasonably accommodate the religious beliefs and practices of an employee unless doing that will cause hardship on the employer's business conduct. This has brought some confrontation conflicts

between religious beliefs of employees and the employment obligations. A reasonable accommodation is one that eliminates the conflict between religion and work standards hence cannot cause hardships to the employer (Anti-Defamation League, 2012, pp. 2). With these, employers have to obligate and try their best to solve the religious obligations of the employee from her job requirements. In cases where the accommodation is not possible, then the employer should try to identify an administrative or even monetary expense.

References

- Anti-Defamation League. (2012). “ Religious Accommodation in the Workplace: Your Rights and Obligations.” Retrieved from <http://www.adl.org/assets/pdf/civil-rights/religiousfreedom/religfreeres/ReligAccommodWPlace-docx.pdf>
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