

# Compensation review critical thinking example

[Literature](#), [Russian Literature](#)



1. HIV is regarded as a disability under ADA act, categorized under physical disability from time of infection, persons with HIV are taken to be more infectious this makes them be taken as disabled, also a wide protection is guaranteed to positive persons. Interpretation of the ADA act deals with persons with HIV/AIDS, it allows provisions for people with disability either you were born while disabled or accidents. A disable person can work and participate in daily routines. Under the ADA a bill was passed to allow persons with disability are involved in day to day programs in society with no unequal treatment be it in libraries, government offices, hospitals or schools.

2. Practices that have been prohibited in National Labor Relations include denying a union from coercing workers to their rights such as avoiding any legitimate actions, it is unlawful to make an employer to underrate from violation, refusal of compensation that may have occurred from an accident or refusal of reinstatement, secondly employer not undermining NLRA policies while making decisions and refrain from formation of organization, thirdly inequality and discrimination during recruitment of employers. Others are discharged of employers and refusing to proper bargain. The practice covers all except for companies that are private and contain a municipal function and religious institution, one that had been exempted but is now included is workers healthcare.

3. Refusal to work against any health care institution can result to being fired but according to the amendments organization can strike, they have the right to. Since this can lead to an effect on patient safety they were required to give an ultimatum of 10 days prior to strike. For any health care to

participate in strike, apart from from the 10 days ultimatum, some other conditions have to be fulfilled are a written document showing the date, place and time where picketing will start, allocating all employers the document and thirdly, sending the copy of the document to the Federal Mediation & Conciliation Service.

4. Job analysis can also be called task/work analysis is the act of identifying activities involved in a job, research is done to identify more requirements, the feedback helps in appointing specific people to specific function, its objective is to assemble data for future use. Other organization uses this analysis to inquire more about physical needs. Analysis tries to answer the time for the task to be performed, where can the job be done, why it exists, how work is done, the requirements needed among others. It relates to other human resource management functions in such a way that it makes recruitment easier because the analysis given will have a detailed information. It also maximizes profits since no surplus of workers and time saving.

5. The motivating value of pay equity creates a satisfactory condition, some individuals, organization or companies create systems to determine payment method. Sometimes Managers decide on how to pay individuals, others engage in dialogue. The pay equity creates competition and attract experienced and skilled individuals, retention onto your skilled employed persons is another advantage of pay equity, it can also act as a motivating factor in behavior change. Pay equity can also cause a turnover in dissatisfaction, lateness, absence and lack of willingness in behavior change. The goal setting established in 1960, proposed working to accomplish a

certain goal is a motivator. For some workers having fun while working is a motivating factor.

6. Requirement of the family acts includes giving of detailed information on your personal health and family, whether child in custody is adopted, or in the military or if a woman is pregnant. The FMLA is monitored by wage/salary and hour division, another condition is to be on the particular job for more than 12 months and you have fulfilled the 1250 hours required over the given period, also to have worked in a company that has more than 50 employees and covers a radius of approximately 75miles. The FMLA deals with both sectors such as public and private employees. A particular individual is exempted and they include appointed officials with their personal staff (Ford 17).

7. Some of the problems arising from merit may include difficulty in measuring employee performance, in some cases only behavior/traits are measured. It can also lead to goal conflict due to more emphasis being given to specific goals, focus would be emphasized on short term goals, employees are more likely to be judged from outcomes that he cannot control such as system factors. Poor timing is also a factor since results are given on an annual basis. As a manager I would ensure that merit pay increase is viewed as an entitlement, I can also use a performance appraisal system, also having a large enough pay merit to distinguish different levels of performance. I can also challenge employees to challenge their merit increase.

8. Incentive plans are used to encourage workers to compete in a business environment, individual incentive plans can be done through the bonus

addition, sharing the profit, giving out sales commission among others, bonus addition is given to an individual, it can be divided between the workers. It can be given regardless of poor performance. Sharing of profit can be done annually and is allocated to full time workers, it is allocated according to wages or net salary. It can also be rewarded to poor performers. A plan is usually used to create a win-win condition. Commission on sales encourages more competition during a bad economy, a net salary can sometimes be offered to assure of security in hard times, an individual gets a higher income.

9. Work/life benefits can be improved, less than 16% are always happy with their work/life practices, most of employees sometimes skip work for their own commitments. Employers can make the benefits better by communicating to employees, creating awareness is advantageous than its consumption. Some ways to create awareness include using life practices, clear guidelines and control of individual workers. Among the benefits are recognition in an organization, maternity leave, expectant employers can be given time, this creates a favorable condition for families and also for organizations future recruitment. Another benefit is reduction in work stress to employees and hence reduction in stress related conditions. Reduction in gender inequality is minimized this is due to freedom in work/life.

10. This is interfering with employees when he exercises his rights, there are many ways in which the employer can interfere, example is during hiring or promotion, employees can be encouraged to discriminate against either gender, religion or tribe. If an employee has filed an affidavit or petition he has the right and cannot be discriminated, it is also unfair to refuse to

consult an employee where it is needed. Sometimes employees might use strike as a means of letting their grievances known and it would be improper to refuse them to participate, it is their right. Spying on your employees either by use of agents or surveillance is unfair. Blacklisting of persons to prevent them attaining jobs is against one's right. To sue for unfair treatment you visit labors offices and give the consultant your complaints(Ford 25)

### **Work Cited**

Ford, Karen E, Kerry E. Notestine, and Richard N. Hill. Fundamentals of Employment Law. Chicago, Ill: Tort and Insurance Practice, American Bar Association, 2000. Print.