

The intercultural challenges law employment essay

Law



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Intercultural Challenges Communication It is a common problem in workplaces where different people speak different languages. Different regions in the world speak English, Spanish, French and other foreign languages. Persons should not lingo around employees that cannot speak their language because it causes confusions.

Diversity

A guiding belief is put in place to hire a definite amount of people from different ethnic and cultural groups. This allocation is based on that the approach doesn't allow you to get the most out of workplace array. The diversity challenge is to embrace differences right to the root of the organization. Managers have to listen intimately to the ideas from people from different cultural, race and age groups.

Discrimination

Some people would dare say an offensive slur in the workplace.

Discrimination can wait in a more intimidating form that is unnoticed by managers. You have women and visible minorities there at your organization. Small businesses can disguise prejudice in the bud by providing support and equal opportunities to all employees. Promotions and pay decisions on objective criteria. Sales numbers or performance review statistics. Global Challenges Advances in Technology Advances in technology will likely impact on human resources on three separate insertions: Changes in efficiencies brought about at local institutions leading to the removal of some positions and creation of others. There will be an elimination of a number of secretarial and other low tech positions. There will be a dramatically increased need for health informatics specialists trained

specifically to meet the intricate Information Communication Technology (ICT) needs of organizations. Generally there will be a shift that will occur within the healthcare industry toward positions requiring higher education and training and higher salaries, which will be funded through cost savings made possible by reducing waste, repetition and costly medical errors.

Human Resource Plan

Job Analysis

A human resources planner must predict what kinds of jobs the company will need to fill in the future. This might include replacing employees who leave and finding employees to fill positions that don't yet exist in the organization. Job analysis ensures that human resource planners know the skills needed to fill these positions, when employees join the organization and also what kinds of qualifications, and personal qualities successful workers display.

Macroeconomic Modeling

Forecasters use computer macroeconomic modeling programs to predict future labor force needs. This type of program uses various financial indicators to determine how a labor force must grow or shrink in response to changes in the labor market. A program can or can't include psychoanalysis of past economic trends. Computerized ForecastThe determination of future employees needs by projecting organization sales, volume of production and personnel required to maintain the output using computers and software packages. Human Resource Budget and Planning AnalysisLegal

EnvironmentEqual employment opportunity cannot be denied any person because of his or her racial group or professed racial group. Sex

DiscriminationSexual harassment- Includes practices ranging from direct

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requests for sexual favors to workplace conditions that create an unfriendly atmosphere for persons of either gender. Sometime including same sex harassment. Pregnancy based discrimination-Pregnancy, childbirth, and related medical conditions must be treated in the same way as other provisional illnesses or conditions. The Employment (Equal Pay for Men and Women) ActEmployers must pay men and women equally. If an employer has both male and female workers in substantially similar positions, he is not allowed to pay them any differently. Employers also must keep records of payment so that they can prove that they have complied with the Employment ActThe Minimum Wage ActThis act created minimum wages for different professions. Each profession has its own base minimum wage. The wage changes with hours and with people whose income is a household income. This act created minimum wages for different professions. Each profession has its own base minimum wage. The wage changes with hours and with people whose income is a household income. Workers must also be paid more on holidays, Sundays and Good Friday . Workers must also be paid more on holidays, Sundays and Good Friday. Rest day- means in relation to a worker such day of the week as may be excluded from single time work in respect of a worker. Single time work- means work done during any period not exceeding eight hours on any standard day. Forty hours in any one week of five standard days. The Holidays with Pay ActHoliday remuneration-the amount of remuneration payable to a worker during any holidays with pay to which he may be entitled under any order. Casual worker means any worker who is employed from day to day for the performance of a particular task which normally cannot be performed in less than one working day. Worker's earnings-the regular amounts paid by an employer to a worker in respect of <https://assignbuster.com/the-intercultural-challenges-law-employment-essay/>

the worker's services, but do not include any amount paid in respect of overtime work or by way of bonus unless any payments by way of bonus form part of such regular amounts. Power to provide for holidays with pay, sick leave, gratuities and sick benefit in any occupation. Subject to the provisions of this Act, the Minister may by order direct that workers, including casual workers, in any occupation shall be entitled to be allowed such holidays with pay, such sick leave with pay.

Recruitment and Selection Process

Training and Development

Contract of Employment is an agreement between an employer and employee and is the basis of the employment relationship. The employer has a right to give reasonable instructions to the employees for work at the job. These rights and obligations are called contractual terms. A contract of employment is made up of two types of contractual terms. These are: Expressed terms, Implied terms.

Most employment contracts do not need to be in writing to be legally valid. A contract 'starts' as soon as an offer of employment is accepted. Starting work proves that you accept the terms and conditions offered by the employer. Most employees are legally entitled to a Written Statement of the main terms and conditions of employment within two calendar months of starting work. This should include details of things like pay, holidays and working hours. An existing contract of employment can be varied only with the agreement of both parties. Some people might assume that a contract of employment consists of only those things that are set out in writing between an employer and an employee. It's true that many of the main issues, such as pay and holidays, are usually agreed in writing.

Express contractual terms- Express terms in an employment contract are those that are explicitly agreed between employees and employers. **Implied contractual terms**-

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Implied terms in an employment contract are those which are not specifically agreed between the employer and employee. I chose express contractual because I can monitor amount of wages, including any overtime or bonus pay. hours of work, including overtime Holiday pay, including how much time off employees is entitled. sick pay redundancy pay Because a contract will still exist even if there is nothing written down, anything which was said to employees by the employer about their rights, and anything which are agreed verbally, should be recorded. It is best to put a contract in writing - it saves a lot of potential misunderstanding further down the line. Simple misunderstandings over what is or what is not in a contract can often be the main cause of employment tribunal claims. Methods of Compensation The key to managing performance through rewards is linking the desired performance with the appropriate reward. Total compensation is the complete pay package for employees including all forms of money, benefits, services, and in kind payments Direct compensation refers to the actual salary rates paid to employees for the work they perform. System rewards are automatically given to all employees for merely being members of their organization. System rewards can be defined as being the basic wage rates. Individual rewards are given to employees based on the quality and quantity of their performance. Performance related pay (PRP) is seen as an individual reward policy, where pay is rewarded in relation to the volume of output. PRP can cause divisions amongst workers, where employees become more worried about the fact that their colleagues are being paid more than them. Growth rewards are received by employees for job innovation, learning and improvement.

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