

# Sample essay on human resource management

[Engineering](#), [Aviation](#)



## **Salary Discrimination**

The case study presented involves white male flight attendants of a major flight organization in the US, who has a general complaint of their salaries being discriminated. Salary discrimination is one of the factors that individuals may feel oppressed when they are not well reimbursed or have a general feeling of being paid basing on variables that are not fair. People may also feel discriminated when they are paid basing on their skin color and ethnicity where others may receive favors that do not agree with their payment outlines.

On the other hand, the government must ensure that their people are well paid to avoid being implicated in most of the public organizations. The government must protect its image through several programs that must clearly outline the specific ways that must be adhered to when making payments for most of the salaries involving public servants. Therefore, a regression system in this case that must agree with the Office of Federal Contract Compliance Programs (OFCCP) is put in place in the case study to determine how legit the complaint of the white flight attendants may be in a federal system (Lorber & ASPA Foundation, 1985). All the efforts made are meant to ensure that the government is not implicated with a bad image as discriminating its workers basing on their gender and ethnicity.

Looking at the regression system, we realize that the main factors that are used on the regression analysis for the salary determination of the individuals is the ethnicity and gender. The workers who filed the complaint were male workers, indicating number 1 for the first variable of the regression system. The significant value obtained from the 2013 model

regression system is 0.4. Therefore, it is clear the mode of paying workers basing on their individual gender is one of the discrimination that the flight attendants were facing within the flight agency of the US. The United States of America is a developed country. Looking at the way it can be perceived on a global scale that some of its workers were discriminated on their salaries by being paid based on their gender; it could be a nasty outlook for the country which is known to bear a giant economy. People can perform their duties irrespective of their individual genders. A public servant should not be paid in any lesser amount than the one they should receive because they are either male or female. Instead, they should be paid based on the amount of work they have done, the positions they hold genuinely within the government agencies and the level of academic achievement within their individual scopes of duties.

The second variable to be considered is the factor of ethnicity. The regression system based on the Office of Federal Contract Compliance Programs (OFCCP) and the 2013 model produced a significance value of 0.55 (Parsons & National Bureau of Economic Research, 2007). The value indicated for the white workers on the regression system was 1, and for the non-white members it was zero. Therefore, they could not sue the company for being paid and discriminated basing on their ethnicity. However, it is clear indicated by the regression results that ethnicity should be a method that should be used to pay salaries for the employees of an organization. Therefore, it is still clear that the mode of payment used by the agency is of a discriminative nature.

## **References**

- Lorber, L. Z., & ASPA Foundation. (1985). Sex and salary: A legal and personnel analysis of comparable worth. Alexandria, VA: ASPA Foundation.
- Parsons, C. A., & National Bureau of Economic Research. (2007). Strike three: Umpires' demand for discrimination. Cambridge, MA: National Bureau of Economic Research.