

Affirmative action case study

Life



In the Washington office of Price Waterholes. Issues The company affirmative action office has strongly advised him to hire a young black woman, June Tries. Mr.. Green believes Bob Young, a young white male, Is better qualified for the Job. 47 other plants have a young white male for this position. There are very few minorities working for this company. Comparison Chart on Mr.. Green's Evaluation June Tries bib young Masters in industrial relations from Cornell Degree in History small school. Ears of college as personnel major 3 Years experience as assistant personnel manager 5 Years experience as assistant personnel manager No union experience* Union experience* Mediocre References Good References PoorpersonalityGood personality Ambitious - wants to progress within the company Not very aggressive - doubtful that he will progress within the company Members of management did not seem to like her** Members of management seemed to like him**Advertisementdid not say union experience was necessary ** - All Philadelphia members of management are white males Why I Would Hire June Tries

June meets the minimum qualifications stated In the advertisement. The company affirmative action office strongly advised him to hire her. She Is something that the company does not currently have. She can bring new things to the table. She Is ambitious and wants to go father In the company. She Is goal oriented and Is driven to succeed. She Is opinionated, and seems to stand up for herself based on the fact that she said she would sue the company for delimitation If she did not get the Job. Based on the track record of current and previous personnel managers she could quite alcove in this company.

Based off of their history the company does not come off well to minorities. I could not base all of my decision based off Mr.. Greens opinionated notes. For all I know Mr.. Green Just likes Bob Young because of his race and gender. Mr.. Green sounds like he already Judged Mr.. Trier's based on the fact that she is a black woman. The only good opinion he had about her was that she was ambitious. Why I Would Not Hire Bob Young He is not driven to move farther in the company. He is Just like all of the other managers, and seems to bring nothing new to the company.