

Human resource perspectives case study report

[Business](#)



Therefore this in itself is a great asset to the company. This leads to an employee relations issue, as this is a big advantage for the company.

Therefore they could argue that the directors are responsible for not outing more safety measures in place to protect the employees over committing themselves to their duties, as a result the company could suffer the consequences. Long term consequences, organizational effectiveness and social wellbeing. (Karma et al.

011, 8-9) For the company's benefits such issues could be prevented. 0. 4. 1

Ways of communicating OCHS There are different ways to communicate OCHS to staff in the establishment/company Some of these are: * Through staff meetings on a regular basis. * Through coaching sessions and demonstrations. * Through posters/memos that are placed on bulletins.

Through inductions/orientation of new staff. * Through briefing before work commence. * Written policies, procedures and documents used by staff while carrying out their work.

Occupational health and safety communications Purpose: To establish guidelines for effective safety communications at the establishment

Objective: To create workplace environment where the free flow of safety information is promoted and utilized standards: The establishment shall have regular safety meetings formatted to the needs of management and staff Safety communication meetings may take the form of: * Formalized safety committees Department, crew/shift meetings * Toolbox safety meetings * And other appropriate site effective methods All safety communication meetings shall be recorded and a formalized process of feedback on

corrective outstanding items shall be established. (Marie 2012) Safety information shall be strategically located throughout the establishment as a point of focus for safety communication.

Feedback obtained Obtaining feedback from staff is very important. It will help in improving the purpose of our OCHS guide for everyone's benefit. We can obtain feedback from staff through: * Feedback Survey; * OCHS questionnaires; Staff opinions and concerns O. Risks When taking risks into account, there could be specific laws in relation to the workplace. A guideline could have been made with reference to commonsense with regard to Terry's marriage and health issues.

It could have been focused not only for Terry but also for those workers in the company who were working under him. Taking him as an example they should not be made to feel that they should be performing to such an extent as to abuse their family life and as well as their health be risked. Directions or seminars should have been made to make sure that the employees understood to what extent their duties were. 0. Exploitation If the company did not make direction or seminars as explained before, then they would have being guilty of exploitation of Terry and the workers working under him. This could have left the company open to litigation and would have cost this company a lot of money.

One of the company's differences could have been that the type of work undertaken by Terry in this particular area was not confined for an eight hour job. He could have worked overtime at home on the computer and also worked with the contractors in the area of advertising. However the

company would have noticed that they got vast amounts of benefits by Terry working for sixty hours a week. According to the fair work commission Australia, The ordinary hours of work are to be an average of 38 per week, an employee will not be required to work more than 10 ordinary hours per day and the ordinary hours of an employee must not exceed 1 52 hours in 28 consecutive days. (Australia.

Fair Work Commission 2010) Written direction should have been made or they should have had placards placed in the workplace.

Of course different companies have different methods of approaching this ND making these directions to its workers. Some companies do this by making workers sign a book which contains the directions and some company's display posters showing health and safety requires depicting the dangers. But it is for the company to make sure that the worker should adhere to the country's law and health and safety procedures. (Rosier 2011) 0. Adverse Events Adverse events AT sun Demeanor Day leery could De legal or moral. Legal matters could only be concluded in the court of law.

There would be arguments by both sides which could result in an expense which could be detrimental to the company's profits. The moral obligation is responsibility for another human beings life extends more in the field of duty of care more than a legal requirement. The company should have made special effort to protect Terry's health and marriage as he is an asset to the establishment. His continuation as a selfless worker should have been appreciated more by the company and Annette should have met him more than a few times by Annette as mentioned to bring about a more safe work

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environment for Terry. It is immoral for a company to make substantially profit with this regard with the workers development and risks attached to it.

This could come from the situational factors under business strategy and conditions and also from laws and societal values (Karma et al. 2011, 8-9) 0. Netter's Requirements Annette of course had been recently appointed as the HER manager for the publishing company. As such we have to look into her Job description whether she was aware that her negligence is not notifying Terry of his continuous and overtime work could have led too disaster in his life. It would have been her role to establish healthy work hours for Terry. Annette should have initiated more meetings with Terry and analyzed why Terry's workaholics was taking place.

Annette should have found out the psychological reasons why he was behaving in such a way.

Whether it was due to any reasons of Terry's pasts or whether it was his insecurity or whether it was his need for more money and made Terry was available to do so, Annette should have directed Terry to a counseling session to stop such behavioral patterns. In this case the counseling sessions would have brought the answers which Annette needed. Annette should have made a report to the CEO of the company giving the advantaged of having Terry working such hours and the dangers it could bring to the company. Killingly 2012) Then it would have being the duty of HER or it would have been their responsibility to make the decisions and Terry's working hours could not have limited to an eight hour Job.