

Suicides in foxconn

[Business](#), [Employment](#)



FOXCONN Abstract: Principles of Organizational Behavior from the point of view, combined with Foxconn employees work attitude, job satisfaction and work pressure, etc. , on a world-renowned company Foxconn consecutive suicides occurred in a comparative analysis to explain the business In the era of the development process need to strengthen the management measures. Keywords: Foxconn, suicide, cognitive dissonance, job satisfaction, work pressure From January 2010 to November 2010, just 11 months time, the industry's leading OEM companies Foxconn employees took place more than a dozen suicides.

Shocked the whole community, Foxconn is also pushed to the cusp of public opinion, resulting in the suicide for many reasons, this paper will follow the principles of organizational behavior, from the attitude of staff, job satisfaction and work pressure angle analyze, and to make business in the context of the times need to be strengthened management measures. First, the background events Foxconn management

January 23, 2010, 19-year-old horse to move in staff training at the southern quarters Foxconn death in 2010, the evening of March 11, 0930, Fuji Kang Longhua base, surnamed Li, a 20-year-old male C2 in the living quarters, 5th Floor, fall dead November 5, 2010, a 23-year-old park in Shenzhen Foxconn male workers committed suicide, which occurred since the beginning of the fourteenth consecutive suicides. Second, the Foxconn management event analysis Foxconn management event, the staff of suicide can be divided into two separate aspects of the occurrence and collective place. A separate suicide When a suicide occurs, Foxconn, Foxconn recruitment at the entrance is still full of people, when asked whether the

candidates know that Foxconn suicide, the answer is known. When asked why to candidates, the answer is to open here on time wages, never in arrears. Foxconn released from the treatment of employees to see their three meals a day can guarantee accommodation hardware, transportation, laundry and other basic living conditions can be guaranteed, which is also a number of job seekers in the know Foxconn suicide after the incident still choose to work Foxconn reasons.

Why these basic conditions are met, the staff, the staff or the successive suicides happen? The reasons are manifold. Data show the continuous Foxconn suicides have occurred in the younger generation of employees. Therefore, these new generation of employees to its own characteristics and has a lot of suicide, such as the current business environment caused by excessive pressure on the employees, and these pressure generation, from the perspective of Organizational Behavior is the cognitive dissonance caused by the employees.

Cognitive dissonance refers to any form of attitudes and behavior are inconsistent will people feel uncomfortable, so the individual will try to reduce this mismatch, uncomfortable, if not improve cognitive dissonance, then the pressure will increase staff, accumulated to a certain extent when the pressure can not resolve, there may lead to suicide.

Cognitive dissonance caused by Foxconn employees is mainly due to low job satisfaction a long time, Foxconn did not lower employee job satisfaction to improve this problem and take effective measures, low job satisfaction is the work of various factors caused, mainly due to the following four points: 1. Interest in working with low input pressure is huge. Foxconn, front-line staff
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here is equivalent to a large machine parts, every day repeating the same work, and is refined into a product of a step, spend months and years do the accumulated pressure is very great, because such work is not only monotonous, but also hard to put into it.

Relative to the new generation of employees, their fathers on the job satisfaction can makemoneymainly depends on the simple duplication of work brought about by the pressure and can deliver the economic income compared to income is dominant, even if than the current pressures facing the new generation of larger, make money to achieve this goal will significantly reduce the cognitive dissonance caused by pressure, while the new generation of employees no onger earn money as migrant workers for the sole purpose, more more to lifestyle changes and seek better opportunities, when they face such a person is equivalent to the production machine as pArt of boring work, it can not compensate for low wages brought about by the work of cognitive dissonance. 2. Respectfor the low social groups, lack the necessarycommunication. Foxconn, work to calculate the precision to use seconds, no time to stop working together, not to mention the exchange between each other. orking time, work at Foxconn The staff are aware, no overtime is not making money, so their normal working time is 12 hours to two shifts, that in addition to work, the remaining time is extremely limited. to work together tired after work activities of employees is best returned to the bedroom to rest, and live in a bedroom with its employees do not work nearly the same time, it will appear in the management of the incident, Foxconn to be able to call all their own bedroom of names of staff reward thing. pace, Foxconn Although a large

number of employees, but basically no staff their own organization, the villagers will be, students will be able to enhance employee communications and other organizations is essential not. this environment also makes the job satisfaction greatly reduced. Links to free download <http://eng.hi138.com>

3. Difficult to achieve self-worth, aspirations and reality together far.

Foxconn, even if it is determined in accordance with the system 12 hours of overtime to work two shifts, the hand is 1000 yuan. And these new generation of employees working at Foxconn Although subjected to a certain degree of education, but its still somewhat lacking in life skills. and some small and medium enterprises are often overdue wages compared to wages is at work here on time, and the living conditions of the hardware is relatively good, so in Fujihealthwork is an inevitable choice. knowingly choose to pay the difficulties is difficult to achieve their ideals, it is difficult to change the status quo. and now a new generation of employees is far less than the income of the purchasing power of their parents, hard workhard to get self-realization, leading to low job satisfaction. 4. The pressure did not retreat. In addition to this little way, and staff ompared to the older generation, a new generation of people growing up is different this generation growing up with their fathers to be superior compared to many, their lives frame of reference is age of the city, their requirements of life is urbanization, the rural peace of mind so that they can go back to farming is unrealistic, while due to its own conditions, you want to really integrate into urban society, there is a certain distance, But a new generation of employees or to strive with, Foxconn is working towards his dream of an important step forward, but as conditions, skills and other limitations, further developmentis difficult, even if

left Foxconn, a company may be next Another "Foxconn", or difficult to achieve genuine integration into the city this goal. Home go back, work hard in the city into which a new generation of employees to enhance dilemma pressure. (Two consecutive suicide 1. Continuous coverage of suicide affect employee attitudes, suicide is contagious in the study of suicide, suicide is a certain contagious. Many studies have described for television, radio and other media reported that a number of detailed suicide, and the community of suicide or attempted suicide on the increase in incidents. 2.

Suicide after the incident, the measures taken by Foxconn is not effective in the Foxconn suicides occurred during a continuous, its management of the event there is no effective intervention and management of change. Spate of jumping incident, Foxconn's management brought in Wutai Mountain is one of the most famous monk, to pray for the dead zone. This will not only ease the suicide is not contagious, but also increased the mysterious suicide of employees psychological spirits causing mischief that is psychological implications, so that employees feel that they commit suicide are from God. This is not fundamentally solve the suicide contagious impact on staff. Third, the enterprise management measures to reduce employee suicide 1 play to the functions of trade unions.

Foxconn great personal strength in the face of a small capital, and only effectively play the role of trade unions, employees and businesses in order to make equal dialogue becomes possible, in order to be binding on the company, the employees protection of the rights of the working pressure to get some relief. (2) relying on the country to encourage policies that seek to achieve business transformation as a foundry, low labor costs in order to

build and expand in the market. This has resulted in low staff salaries, development of small issues. Want to change this a situation, only to high value-added industries, so companies do not rely on cheap labor to profit, so that employees have the opportunity to realize their value to the enterprise, reduce work pressure. focus on enhancing employee job satisfaction and make the appropriate adjustment (1 to improve the work, increase employee interest can learn the advanced management concept, in the same or different production lines adjacent to implement regular exchange of staff for a long time do not let the same work, to reduce pressure on staff to reduce long repeated mechanical action of fatigue, increase employee interest (2 to enhance communication between employees can be set up work space communication among workers, who exchanges the same bedroom ways to improve the communication environment (3 vocational training to increase staff can be set up some useful talent development training programs, making the lack of employment skills and relatively low quality of the staff have the opportunity to learn, have the opportunity to move into management, but also to more good local development of the capital. 4 when a crisis occurs, urgent and effective response when an enterprise such extreme issues early, companies should try to coordinate with the media and other relevant departments, to seek the opinion of the continuous occurrence to minimize the impact of suicide. Fourth, the prospect

OEM companies such as Foxconn, China's economic prosperity and has a huge role in the development of its glorious past, but today the face of new situation, they face not only the extreme behavior of employees, but also

There are a range of issues such as labor shortage. how in the rapid development of social background, to manage a new generation of employees, how to increase their job satisfaction, how to make them run better with the business, how to make them realize their ideals , healthy life, etc. These efforts not only businesses, but also the whole community should think about problems and believe in the company, society, joint efforts of a new generation of employees, the problem can be resolved and hope that Fuji extreme events such as health management problems do not happen again. Links to free download <http://eng. hi138. com>