

Carter cleaning

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



Honesting testing at carter cleaning company. Questions and Answers. 1 - What would be the advantages and disadvantages to Jennifer's company of routinely administering honest tests to all its employees? Polygraph testing raises a large number of legal and moral issues; issues Carter Cleaning must avoid. using some of the available " paper and pencil" honesty tests may be a possibility. In general, these have been shown to be reasonably reliable and valid.

They are still controversial. The costs associated with these tests may also make them prohibitive to a small operation like Jennifers carter cleaning. 2. Specifically, what other screening techniques could the company use to screen out theft-prone employees? How exactly could these techniques be used? More thorough background checks are a recommend technique to eliminate thieves. Some firms chose to contract this out to a private security agency (Costmay be an Issue to Jennifer.

However, the company can quickly check to see If savlngsfrom educed theft would offset the cost of an outside agency. As part of the job preview, Carter must communicate that jobs in her company are worth keeping; dishonesty and theft will not be tolerated. Further company policies regarding theft should be clearly communicated to new and existing employees. 3. How should her company terminate employees caught stealing and what kind of procedure should be set up for handling reference calls about these employees when they go to other companies looking for Jobs?

Terminating employees for theft should include the involvement of proper authorities and should only be done when there is absolute proof of the theft

and who committed it. Such an action will also send a message to the other employees that you will not tolerate theft of company resources . While many employers are reluctant to prosecute employees for theft , developing evidence with police and through the courts can be beneficial in providing future employers of the individual with truthful and factual Information.