

Hrm 320

Business, Employment



HRM 320 1. What do you think are some of the factors in the modern workplace that contribute to a theft of time? How can those factors be managed? There are two factors that I have seen throughout my years of my current employment that may indeed contribute to theft of time in a workplace. One major issue that contributes to theft of time is where the constant conversation among employees/other acquaintances while on the clock. Socializing has increased within the business today and whenever employers have no control over them employee's productivity decreases which causes business to make less profits and production schedule times are not on track. I have seen it many times where employees would pass other employees and start a conversation which usually last up to 20 minutes or more, basically talking about personal issues or gossiping about other employees. "Time is money" (Moran 117) which usually mean both ways for either employer or employees whereas employers their main concerns are productivity and it being completed on schedule after all they are paying for their services to employees to get their duties done on a timely manner and as for "an employee who commits theft of time is not giving the employer adequate work in return for the wage provided" (Moran 117). Another factor that I have also seen continually is the usages of technology especially cell phones on the sales floor. Our stores do have policies about technologies which are strongly not permitted on the sales floor could it only be used off the clock such as breaks or lunch time however many employees do not follow regulation as long as they believe or think they would not get caught. Cell phones have also contributed to the 20mins conversation whenever an employee's happens to stop one another in the

sales floor which it's inappropriate. In both situations, there should be some sort of disciplinary action plan that must be created to address employees who defy companies' regulation. Theft of time is considered as an unethical behavior in any workplace and is far often overlook which is why companies today should enforce there polices more often so that employees would know the consequences of their behaviors. Monitoring their entire business activities both having surveillances throughout the building and having verbal warning of 3 where an employee who happens to get caught disobeying regulation or policies should have at least 2 verbal warnings and on the 3rd time it should be automatically terminated.

2. What does the word Whistleblower mean? Give an example for Whistleblowing? The Whistleblower Protection " Act of 1989 (" WPA") was enacted to safeguard workers who report major violations of the law from being discharged or otherwise retaliated against by their employers". (Moran 118) One example of a whistleblower which is considered famous would be " Linda Tripp, who alleged that Monica Lewinsky committed perjury in a deposition regarding Lewinsky's relationship with President Bill Clinton. After information about Tripp was leaked to the press, she successfully pursued a claim against the Clinton administration under the Privacy Act of 1974". (Reed, 2002)

3. " Retaliation" has become one of the most often cited reasons for employees filing charges with the EEOC against their employers. Please define " retaliation" in the legal, employment sense - and explain when it is illegal. What can an employee do when they feel they have been retaliated against and for what reasons does retaliation rise to the level of an EEOC lawsuit? Retaliation generally occurs when an employer punishes an employee for

engaging in legally protected activity. Retaliation can include any negative job action, such as demotion, discipline, firing, salary reduction, or job or shift reassignment. But retaliation can also be more subtle. . Various federal and state laws, which vary by state, protect certain persons who seek to assert their legal rights from retaliation. When an employee feels that they have been retaliated against they must first talk to your supervisor and in such cases that the supervisor is the person you're against its best to talk to a human resources representative about the reasons for these negative acts. An employer may have a perfectly reasonable explanation for any retaliation issues that an employee may have however whenever an employer isn't able to provide any legitimate explanation, it's always best to voice your concern that you are being retaliated against. In such cases if an employer happens to deny it - and in truth, employers can retaliate without realizing it. You should point out that the negative action took place only after you complained, and ask that it stop immediately. " If the employer isn't willing to admit it's wrongdoing or correct the problem, you may have to take your concerns to the Equal Employment Opportunity Commission (EEOC) or your state's fair employment agency"(Aldan ND). 4. During the course of a day, employee Jennifer Anniestown (an accountant) constantly opens and updates her Facebook account on her iPad, checks on her lottery ticket numbers, calls and talks to her mother for 30 minutes, her children for 10 minutes (she makes sure they get home safely every day) and her husband every afternoon for 15 minutes to see if he or she is making dinner that night. Her employer, Billybob Thornblower listens to each of her phone calls to make sure that she isn't talking to his wife, one of her good friends, about his

actions at work. (He is always hitting on the salesgirls, in a good-natured way.) Billybob ends up being fired for sexual harassment when one of the salesgirls complains. Jennifer's new boss, Tracy, notices that Jennifer is doing a ton of personal work during company time. There is no written policy about this issue at the company. To date, Jennifer's work is exemplary. She always has everything done in a timely manner and her books balance at the end of every day. What should Tracy do about this situation? Since the company has no written policies about personal business within the company is not in any of the companies' policies or regulation, Tracy must suggest to their upper level personnel about the issues and have them decided what their planning on doing about the issues within the employees and the workplace. In the meantime since there isn't any written policies about performing personal business either by calling their entire family member, surfing the internet. Based on Jennifer's outstanding performance within the company, Tracy should have a sit down with her to let her voice her concerns with Jennifer after all communication among employer/employees is the first step of a successful business. Tracy should let her know that doing personal business such as surfing the net should not be done during working time and as for personal calls at least try to limit the usage of time since it inappropriate and should do it during her break or lunch time. In most cases, employees would agree with their employers suggestions and keep in mind however whenever most employee who doesn't agree and do challenge their employers since they know the company has no written polices about usages of technologies for personal matter during working hours, Tracy should talk to her upper level personnel once again and them hear her situation so that

they can't find a solution on how to control or limit personal business during working hours. 5. The firm terminates Steven so that they can put the old secretary back in her job. Steven asks you what you think he should do. What do you say? According to Employment at-will Doctrine, it states that employers can terminate an employee for any reason or no reason at all however there are certain laws that protects an employee from being fired. My opinion with the situation of Steven, its practically not his due to the fact he was under oath by the court and he must indeed tell nothing but the truth, which he did so the company must put it on consideration before terminating him for good. In another scenario Steven was a new hire within the company so he probably was on a probation period where the company decided to let him go, I would recommend that he challenge for wrongly termination from the company after all as an employee he does have civil rights. Before taking any steps, I would recommend also that he reads his contract and if he still thinks that's he is wrongly terminated he should take the next step talking to a lawyer where he may a suit against the company of wrongly termination. Many people are wrongly terminated every year, which at times I think some people should have to accept the fact and move on however If they feel there were wrongly terminated they have every right to challenge it. In Steven situation, I think the company should give him a different position within the company or have him resign willing or terminated without prejudice so that Steven would be able to apply at the same company or similar job in the future. I strongly think Steven has a case against the company if he plans to pursue it since his action was under Oath and he had no choice, the company itself should acknowledge his situation

and figure out a positive solution instead of termination. References: 1.

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