

Luggers vs. butchers essay



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The Luggers Versus The Butchers Background Food Merchandising

Corporation has a warehouse located in a small city in New Jersey. The warehouse stocks certain types of meats and then ships them to various stores. Trucks or freight cars are used to transport the meats. The warehouse has two separate groups to process the beef, one being the warehouse men, also known as the luggers, which transport the beef within the warehouse to freezers to await the butchering process, which is handled by the butchers.

It is important that the process be expedited in order to move the product out as quickly as possible to meet demand. The company goals are straight forward; maintaining efficient interdependent groups that work together to achieve success. The luggers transport and stock the beef for the butchers, who then butcher the meat into smaller wholesale cuts. The meat is then restocked and ready for shipping out based on order requests. If all groups fulfill their job tasks and work jointly to expedite process it is a win-win situation for all.

However, that is not the case as the organization's structure is wavering due to employees having their own agenda while management is sitting on the sidelines observing rather than being active participants. The luggers have taken control of their space in the warehouse and rearranged it to their advantage. They turned the tables on the butchers, who once held the higher-esteemed position with higher wages and less physical labor. Through innovative transport rails and team effort, the luggers now have more earning potential than the butchers and put forth less physical effort than previously required to complete their tasks.

Management, once a strong presence, has now been placed on the sidelines due to a change in political power that was diluted by the presence of the union and managers and employees that have formed alliances. From a company point of view, the warehouse is producing and meeting production goals, but from a structural perspective the warehouse foundation is faltering and in danger of collapsing if the butchers walk out due to their job dissatisfaction. The company's hierarchy should be from top to bottom, manager, foreman, and then luggers and butchers.

They also should have union support and representation from the union representative and the shop steward. However, the luggers have changed the standard of operating procedures and routines and when the butchers complain, their concerns are not heard as management has lost control of the luggers in addition to being in alliance with them. Problem Statement

The Food Merchandising Corporation warehouse has an efficient productive structure that is working for the company based on bottom line productivity.

However, from the employees' viewpoint, it is a dysfunctional structure. This dysfunctional structure has ineffective management with inequality distribution, which is causing conflict between management and employees. Leadership is an important role to maintain when in a management position. The managers were taking the side of the luggers and disregarding the feelings of the butchers. The primary function of a leader is to motivate his or her followers and that is done through leadership behavior. Leaders should adjust their styles.

Being in a management position requires maturity, readiness and confidence. Solutions 1. Distribute equality The inequality of justice between the luggers and butchers is creating conflict between them and among the two subgroups. The luggers, having their alliance with management, have no repercussions for their bad behaviors, even when they are in violation of the union and company guidelines when they unload trucks during company work hours. The butchers are closely supervised and do not receive the same equality as the luggers. 2.

Money equals motivation The luggers are working for tips on top of their regular pay while the butchers are working for nothing more than what they were getting before. They continue to work the same boring routine in the same 35 degree weather. They are aggravated that the luggers are bringing home an additional \$30-\$40 per week because the tips they are receiving from the trucking companies to help unload the trucks. The butchers would probably be more motivated during their work shifts if they were also receiving extra money like the luggers.

An incentive proposed to the butchers might make them less aggravated and enjoy working their shifts. 3. Incentive Although there is not a set reward system within the company, the tips the luggers are receiving feels like it to the butchers. Their once respected high-esteemed job is not making less than the undesired job of the past. If employees are no longer motivated by the current reward system, which in hindsight would be the tips, it is time to modify or change. There is a direct connection between performance and reward to motivate employees to work harder and to improve their job satisfaction.

If the company input a set reward system, this may elevate some tension the butchers are feeling toward the company and the luggers. Implementation I would implement my decisions first by making sure the managers know their role. They need to be equal to all employees and treat every employee the same. Being a manager you cannot make alliances with just certain people, it is unethical. Equality is a big deal in most companies and for a manager to choose certain employees as opposed to others is very unequal.

I would send the managers to an equality and/or ethical training or meeting to help them understand the importance of equality in the work place. The next thing to implement would be to give the employees some motivation or an incentive so they will work harder. If the employees were working toward a certain goal to earn more money or to receive some kind of reward, they would most likely work harder. I would implement an incentive bonus that if work is done promptly, on time and in a perfect manner, that employee would receive a small bonus check.

There is no doubt that every employee would work harder and more effective if they knew they were going to receive a bonus check. It would be best to implement these solutions in a timely manner. Starting from day one with an incentive bonus check is the best possibility to have your employees working as hard and effective as they can from day one. Their work could slack significantly even from day one if they are not motivated to work. Some people work because they have to. They have bills to pay and food to put on the table; it doesn't necessarily mean that they will like or want to be working.

Conclusion When one part of a company changes the standards of operating effectively in the work environment, and the manager loses their role, it causes many arguments and issues within the company. From a company point of view, the warehouse was producing and meeting production goals, but from a structural perspective the warehouse foundation was faltering and in danger of collapsing because a certain group of employees were dissatisfied. Creating multiple solutions to grow from within the company will help make the employees happy.