Labor course

**Question 1**

An example where seniority can be important in an organization involves a situation a manager has to decide whether to hire more workers to clear the work load or to make use of the available labor to avoid paying more wages to the hired employees (Budd, 2013). Such a decision can only be made by senior or high-level managers.

**Question 2**

The two benefits of the grievance procedure in America include:

1. Encouraging employees to raise complaints or concerns without fear of victimization.
2. Providing speedy and fair ways of dealing with any complaint.
3. Preventing minor disagreements that can escalate into more serious disputes.

**Question 3**

Lead production work teams seeks to combine quality and flexibility of craftsmanship alongside low production costs while self-directed work team involves a group of employees who combine different talents and skills to work necessarily not under any form of managerial supervision (Budd, 2013).

**Question 4**

The three ways in which job control unionism embodies a very strong sense of industrial

Justice includes:

1. Benefits and wage increases are explicitly defined hence employee are aware of their expectation.
2. It makes employees to be aware of the form of behaviors they can be punished for hence strive to avoid them.
3. It upholds equity through equal treatment of employees and standardization.

**Question 5**

Positive effect

Creates more opportunities for companies in less industrialized nations to tap into larger and more markets globally.

Negative effect

Expansion of international trade has exacerbated income inequalities.

**Question 6**

A general agreement based on Tariffs and trade prompted the creation of WTO in 1947. It was created to cut down on tariffs to facilitate global trade on commodities.

**Question 7**

There exist more than 190 nations worldwide and therefore comparing labor policies and regulations in America with every nation is not quite easy. However, within the comparable groups of the member States committed market economies and democratic governance, America relatively has an open labor market (Budd, 2013). The “American policy” has no layoffs and discharge. It is upon business and corporations to establish their own policies.

**Question 8**

The three sets of rights include:

1. The right to be given prior consultation when major decisions are to be made.
2. The right of consent when certain changes concerning terms of employment are to be made.
3. The right to hold meetings with the employer at least two times in a year.

**Question 9**

Stakeholder rather than shareholder approach might change past American experiences because:

1. It details risks and assumptions for every line of operation while presenting core performance indicators driving the value of the company.
2. It provides a range of each accrual rather than the traditional estimates that ignore variability.

**Question 10**

Dualities in labor unions include:

1. The level of engagement and representation of their members.
2. The level of engagement with the community by fighting for issues important to the union.

References

Budd, J. W. (2013). *Labor relations: Striking a balance*. New York: McGraw-Hill/Irwin.