Depending on their qualifications in this sector, the line managers can be left in charge of setting the long-term strategic vision of the firm’s present and future remuneration per their understanding of market trends and the institution's development plan. For example, they are in charge of providing insurance (life, disability, worker’s compensation, medical, dental, and unemployment), maternity leave, vacation pay, holiday pay, and other benefits such as stock options, pension pays, bonuses, and profit-sharing.

The development and training line manager control high-level responsibilities in addition to supervising the experts. He may be asked to participate in research on needs analyses and skills gaps to see whether job categories are accurate, staffing efforts are successful, and employees are working in jobs that are a good match for them. For example, new hires are given online training by their line supervisors.

In the planning function, a goal is set, and the organizing function gathers the resources needed to realize it. Materials, manpower, and monetary support all fall under the umbrella of resource allocation. To properly delegate duties, leaders must define the activities that are required and then allocate those activities to particular members of their team. Leaders must keep their resources flowing in the right direction by coordinating tasks. At each given point in time, you must determine the most critical resources. A firm that needs additional inventory although it does not have the money to buy it should first focus on addressing its financial needs for example.

When a firm is understaffed, it harms the company's capacity to service consumers and the current workforce. Managers must identify critical staff areas and make certain that the right people are in place to carry out those roles' responsibilities. Professional development, pay, training, and performance monitoring are all necessary for leaders when the right structure is in place. Promotion readiness and talent development are two of the most important responsibilities of a leader. For example, line managers are responsible for ensuring that the company's structure is properly staffed by undertaking effective and appropriate selection, development, and evaluation of employees to fulfill the obligations defined in the structure.

All of the mechanisms that leaders use to keep tabs on their teams' progress are referred to as control systems.  Leaders must monitor actual performance, set performance criteria, and assess metrics to identify deviations in this business function. For example, several factors go into determining a company's success, such as the number of outbound calls and sales pitches made. In the wake of failures, leaders examine the facts and make changes to people, procedures, rules, or training. In the eyes of winning leaders, subpar performance is not a setback, but rather a chance to find a solution that yields the desired outcomes.

### Part B

Anyone may apply for a job at the firm, regardless of whether or not they are a member of the union, and union membership is not necessary for those who are hired. Non-union employees, on the other hand, must pay dues to the union known as "agency fees" to cover their expenditures (Ref-f823216). The work contract of quitters from the union is not terminated, but they do have to pay the agency charges. An example is when a hotel uses an agency to find and recruit front-desk staff and receptionists, then a charge for the agency is taken from their wages.

Employer-union agreement under which the company agrees to deduct all union fees and dues from employees' paychecks and to send the money collected regularly to the union. For instance, states laws prohibiting employers from charging fees or dues as an employment condition

Norris–La Guardia Act. The statute stated that the personnel of labor unions was entitled to complete association freedom, without interference from their employer. Federal courts could no longer issue injunctions to stop labor organizations from striking or boycotting and labor contracts were outlawed under the legislation (Ref-s806726). For workers, for example, signing contracts that barred them from joining labor unions was no longer a legal requirement.

Taft-Hartley Act. In this law, the employees are allowed 30 days after commencing work to join a union. Unions were also barred from collecting exorbitant initiation fees or dues that made it prohibitively expensive for new membership. It amended the National Labor Relations Act (NLRA) to include a list of forbidden union acts. The NLRA previously exclusively outlawed unequal labor malpractices perpetrated by employers. For example, it forbade closed shops and union hiring halls from isolating non-union members during employment.

The Wagner Act of 1935. This legislation was created to safeguard employees from industry intervention in their union membership. It also limited how employers might intervene in and respond to private-sector labor activities, such as labor unions, collective bargaining, and strike action (Nguyen, 2015). Laying off, transferring, dismissing, giving workers harder assignments, or penalizing employees for participating in protected coordinated action or unions is an example of what this legislation prohibits.