

UNIVERSITY OF PHOENIX MATERIAL

(Directions: The paper provided comes from a beginning writing course. The assignment was to write a 750-1000 word paper. Papers were required to have a thesis and clearly organized with an introduction, body and conclusion. Students were also instructed to use proper APA format for the assignment.)

GRADING ASSIGNMENT #2



In analyzing The case study of Arthur Reed it is stated that Arthur has hired temporary workers before, and aske them to be on—call for both shifts, but that hadn't worked in the past and turn over had been very high. The reason why this probably did not work is because temporary workers were under paid, over worked, and not guaranteed any minimum hours or given any benefits, but had to pay into the union dues anyway. That was very unfair. Therefore, I will make some suggestions and come up with a solution for Arthur to make his summer of replacement hires more successful than those in the past.

One would think that Arthur look into changing the base pay of \$6.00 per hour to at least \$8.00 per hour because this will attract more people to fill out applications for the job. It will also help replacement workers stay on the job the whole summer, because of more money. I believe the replacement woekrs should be guaranteed a minimum 8 hour shifts with an option to work 12 hour shifts or overtime because this would benefit the replacement works and the employer greatly.

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It would allow shifts to run very smoothly, and the senior staff workers would be able to take vacations and use up their sick time, because all shifts would be covered. The personal shortages on a daily and weekly basis would not happen.

If you guarantee replacement workers that they will be working a certain amount of hours, they probably would be willing to stay on-call through the summer months, and would also probably be available during the other months out the year. Having proposed plan like this second plan would guarantee dependable replacement workers.

One would think that the company give the replacement workers opportunity to work as temporary workers to permanent full time workers based upon attendance on the job and quality of work. In doing this you would get a good pool of people who will not miss any days in the summer. You might have less senior staff workers using all of their sick time, in fear they might lose their job to a temporary worker. This would be an excellent way to control the abuse of sick time and usage of workers using up their vacation time.

Finally, my last proposed solution to the problem would be to not require the temporary workers to join union dues. This should be optional to replacement workers, because they are not full timer workers. Paying into any union cost a lot. By the time you add up the payments for the year if this base salary for replacement workers \$8 per hour and you have to pay union dues, leaves the employee with not a lot of much money after a hard day of work. Paying into a union if you are a temporary worker is useless because you are not guaranteed to be with the company, and the money you put in would be benefiting other permanent workers, besides I have examined the situation and have never heard of any union representing a temporary worker. Union dues should remain optional to temporary repalcement workers and senior staff. Also, paying into unions without benefits is definitely not fair.

In conclusion of my analysis, Arthur Reed can prevent the frustration of constantly hiring people and dealing with the stress of making sure the shifts are covered with an on-call work force by selling a good

recruiting package which has benefits established for temporary replacement workers such as medical, dental, eye-care, hospitalization, and life insurance for the months they work. Also union dues should not be required it should be optional for the worker. The base pay should change from \$6 per hour to \$8. The replacement workers should be also guarantee minimum good working hours. If these proposals are carried out, it's a strong possibility that Arthur Reed will have his shifts covered with dependable workers to fill in for the first and second shifts sick day, call-ins, personal shortages on a daily and weekly basis, as well as sick and vacationing workers.

Your essay falls just slightly short of the range of 750-1500 words required, accounting for the double copy of the first two paragraphs. In fact, had you supported your essay with facts and statistics and expert comments cited from the literature, it would have been a very powerful and more scholarly work and easily fallen within the required length. In the future, you should always attempt to make your points by citing the work of experts, since it bolsters the claims of your own experiences and opinions. Papers that take a point of view or position are *much more persuasive* if the author can say, "See, I have a bunch of experts that back me up in what I say." Of course, you should use proper citation format in quoting or using the ideas of others.

There are great many avoidable errors here due to failure to proofread and use a spelling checker. Deficiencies in documenting the essay (info about course, date, instructor, essay title) are found at the very start.

While using the first person point of view in writing is sometimes okay, using the second person "you"---that is, addressing the reader---is never acceptable in expository writing.

Of course the greatest difficulty presented to the maturing essay writer is to be able to find the correct words (or wording) to what you mean or intend to express. There are two ways to improve this: (1) practice, practice, practice: write incessantly and get people willing to critique your writing; (2) read those respected for their ability to write in ways that enthrall the reading public: perhaps the best are columnists/essayists for the best English-language newspapers (*The New York Times*, *The Washington Post*, *The Wall Street Journal*)

There is a lot of work to be done here to bring the writing quality to university level.