

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 #1

Mandatory Overtime: Should not be required in the workplace

Mandatory Overtime in the workplace is unfair to the employee and beneficial to the employer. The demands placed on the employee to work overtime should not be required in the workplace. Although mandatory overtime ensures that productivity deadlines will be met, it places stressful demands on the employee. Mandatory overtime enables the employee to earn wages if the employer pays for mandatory overtime, but if extra wages are not paid to the employee, they are left stressed out and overworked without compensation. My position is that mandatory overtime should not be required in the workplace because I believe that forcing employees to work when they are scheduled to leave would bring on unnecessary stress and inconveniences. I think that if management would implement a system you can choose the day and time, to fulfill your mandatory overtime, employees would be willing to work mandatory overtime.

In reading significant background material, I found out that Corporate America feels that mandatory overtime is more often than not the fault of poor scheduling than, actual callouts. In arguing that view point I have experienced the effects of poor scheduling on my job, which it has forced to me to work

overtime. I think this isn't fair because if I have worked my shift. I should be allowed to leave when my shift is over, not made to stay because the company has not hired enough people to work the shifts.

In my opinion Corporate America is using the excuse of poor family values in today's society, to attach the traditional values of an eight hour day. On my job they forget that workers have families values, and they ignore the harm to families caused by long hours and mandatory overtime. Here are some reasons and facts that support my feelings about mandatory overtime on my job. My company saves money on a four day schedule when they do not have to pay premium. Each day of absence on my job is more expensive to the workers since the workers lose hours of pay. Also on my job additional days of vacation or holiday, required extra overtime worked. Finally, I have witnessed my job that longer-worked days and mandatory overtime has caused more accidents and injuries because workers are tired.

In conclusion, I feel that you the reader should feel that mandatory overtime can be a big problem and a half. You should not be required or be forced to work overtime. Although overtime is a business reality and therefore, an occasional necessity, it is also a business reality that people can't work extra hours week after week, month after month before the employee and the employer start to feel it where it hurts. I believed that requiring people to work excessive numbers of hours on an ongoing basis is certainly unfair to the employee and the employees families, because unpredictable work schedules make it nearly impossible for

even the most responsible employees to manage and have control over their own lives. Therefore, no mandatory overtime..

You made some persuasive points on why mandatory overtime, or at least the excessive reliance upon it, is not a good thing for the workforce. The elements of composition seem to be there: introduction, body, conclusion.

The essay is short of the 750-1500 word range, which probably means you could have given more thought to the subject. In fact, one glaring problem in your essay is that you do not support it with cited material: statistics and other published data could have been used to bolster the point of your essay. It demonstrates that there are many others who already think as you do and have facts and data to support your point of view. There are very essays that you should ever write of this type where you do not try to find backing or proof of your claims (and, of course, to cite them).

Lots of improvement in style and grammar can be made in the writing you submit in the future.

In addition, you should use a serified font (form of a Times font) which is considered more readable).