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DIV:-A

CLASS:-T.E.

CASE STUDY BCE

1st case study:-

Joan, an employee of Great American Market, was warned about her excessive absenteeism several times, both verbally and in writing. The written warning included notice that "further violations will result in disciplinary actions," including suspension or discharge. A short time after the written warning was issued, Joan called work to say she was not going to be in because her babysitter had called in sick and she had to stay home and care for her young child. Joan's supervisor, Sylvia, told her that she had already exceeded the allowed number of absences and warned that if she did not report to work, she could be suspended. When Joan did not report for her shift, Sylvia suspended her for fifteen days. In a subsequent hearing, Joan argued that it was not her fault that the babysitter had canceled, and protested that she had no other choice but to stay home. Sylvia pointed out that Joan had not made a good-faith effort to find an alternate babysitter, nor had she tried to swap shifts with a co-worker. Furthermore, Sylvia said that the lack of a babysitter was not a justifiable excuse for being absent.

Questions:

Identify the issue.

Absenteeism of the employee both verbally and in writing.

Was the suspension fair?

Indeed, I think the suspension was reasonable. Throughout some undefined time frame, Joan was cautioned a few times about her unnecessary non-attendance both verbally and recorded as a hard copy, however, she failed to address settling the issue. Joan hasn't shown a tendency to search for substitute arrangements and she simply anticipates that Great American Market should endure her over-the-top non-attendance and misfortune inefficiency that accompanies it. It appears to me that main a suspension would drive the point hard for this situation.

Did Sylvia act responsibly?

Yes, Sylvia acted dependably. Joan neglected to practice great confidence in her work driving Sylvia with no option other than suspending her. She was cautioned for a long time against her over-the-top non-attendance before Sylvia choose to suspend her.

Should Joan be fired?

No, I figure Joan ought to be offered one more opportunity after her 15-day suspension period. Joan can go through this chance to make a decent arrangement for her child's consideration, likely by making a game plan with another sitter who can step in when the regular babysitter is inaccessible, or by considering a standard, close-by daycare center.

Should the babysitter be fired?

No, the babysitter should not be fired. Joan was suspended as her very own result of exorbitant non-attendance and dismissing the admonitions yet in the event that all Joan's non-appearance was caused by the sitter, Joan ought to be terminated.

Was Sylvia fair in her actions?

Yes, Sylvia was reasonable in her activities she might have terminated Jan however rather she was cultivated and just suspended her for 15 days and allowed her a subsequent opportunity.

Is there ever a solution for working mothers?

For working mothers, there are a few kid care homes and sitters to look over. Should working fathers take turns staying home?

Should working fathers take turns staying home?

At the point when it is attainable, fathers ought to invest energy with their children, however, work should take first. We perceive that family time is significant, yet there is an ideal opportunity for everything.

2nd case study:- 2nd

case study:-

Marian, a top graduate from Loyola in Humanities, was hired by a major corporation into a management position. Marian finished the corporation's management training program top in her group and is performing above the norm in her position. She is really enjoying her work. As a black woman, she feels isolated, as there are no other black women managers and few women in her area. One night at a company party she heard a conversation between two of her male coworkers and their supervisor. They were complaining to him about Marian's lack of qualifications and her unpleasant personality. They cursed affirmative action regulations for making the hiring of Marian necessary. Marian is very upset and wants to quit.

Should Marian quit?

As a top graduate of Loyola University in Humanities, Mariyan does not need to leave her profession because she possesses the essential skills to work at a Management level. She also participated in a training program with the corporation's management, which would have provided her with an understanding of the ethics of the corporation. Furthermore, her performance is rated as exceptional in her position, which is a significant accomplishment for both her and the company for which she works. Most importantly, she appears to be thoroughly love her work. The way I see it, there is no guarantee that she will not be discriminated against again if she leaves the firm and joins another organization. Thus, she should concentrate on her current job and do activities that make her happy while at work, such as going for a walk around

the office building and ignoring what other people think about her since there's little she can do to change their perception.

Are her co-workers correct in their evaluation?

They are wrong in the sense that Marian is a hard worker who graduated from Loyola University at the top of her class and then went on to complete the company's management school at the top of her division. I strongly believed that it was indeed ethical and logical for the company to hire her and assign her to a position that was a good match for her skills and qualifications. While receiving a fake evaluation can be upsetting, Marian should maintain her composure throughout the situation. Showing any aggressive behavior or taking emotionally oriented decisions could be seen as her being hot-headed and emotionally vulnerable, which could be detrimental to her argument. Acting vengefully in response to an accusation only serves to increase negativity. Marian should refrain from being defensive. She should be on the lookout for whatever she says to do.

Should Marian confront the co-workers?

By all rights, Marian should confront her co-workers specifically those who had inevitably questioned her employment in the company. The action of her co-workers screams bias and discrimination as they were complaining to their supervisor with the incorrect statements of Marian about her lack of qualifications and unpleasant personality. This is definitely incorrect because Marian is actually over-qualified considering that she finished at the top of the group during the corporation's management training program and is also a top graduate from Loyola in Humanities. In addition, Marian also felt isolated as she is one of the few black women employed yet in the corporation. There are a few ways to solve this issue, starting with the supervisor who can be perceived as the community leader in this situation. He can maintain ethical behavior by correcting Marian's co-workers for their false accusations about her and providing them the information with the perspective of legal dimension on why the corporation had hired Marian. This would somewhat help to clear out the discrimination towards Marian and also other employees. Next, Marian can take matters into her own hands by confronting properly with the two co-workers. Sitting down together and talking it out with respect especially Marian's concern about their unfair perception towards her. Marian pointing out their mistake will be a hard hit on the nail as it shows that she has a stance on this issue and will depict her professionalism and ethical behavior in handling a situation. Not only that, but she can also provide a solution to her co-workers to get to know them better and eventually build trust between them. In conclusion, actions will eventually resolve the discrimination issue and prevent any misunderstandings in the future.

Should Marian file a discrimination suit?

Marian is upset after overhearing her colleagues ranting about her qualifications but as of this moment, she shouldn't file a discrimination suit as it is too extreme and the case hasn't gone that far. After all, they only talk about her qualifications, and what they did doesn't affect her work. Marian should report the said situation and the discriminatory attitude of her colleagues toward

her. She should tell that her colleagues are biased and bigotry. Just because Marian is a black woman in her company doesn't make her less qualified than her other colleagues. She should try to resolve the issue internally within the company first before she goes to court to file the suit.

Nowadays companies have helplines for employees to file a complaint or anyone who'd like to be a whistleblower. If her HRM didn't take any action against her colleagues or ignored her complaint, she should call the helpline directly for them to resolve the matter. If she has done all these things and still there were no actions taken by the management and the discrimination still continues, then she should go to court and bring all the evidence and supporting documents to file the discrimination suit.

Should Marian go to the supervisor?

Employee and employer in the organization have their own personal rights and responsibilities in the corporation. Furthermore, promoting a healthy workplace environment is one of employee and employee responsibilities. In line with that, Marian should make an individual level of decision-making to issue and protect her personal right that has been attacked by her co-workers. Indeed, Marian definitely has to go to the supervisor in order to maintain the ethical values of employees in the corporation. With that being said, on the unethical and any illegal acts or behavior that occurs against the individual, Marian should contact and tell the supervisor regarding allegations, unfair judgment as well as discrimination towards herself that she has complained about because of her unpleasant personality and lack of qualifications. Marian should ask the supervisor to create a written report as a case record of the offenders. Hence, reporting the case to the supervisor will help Marian and on behalf of the minority employees to be spared from such repeating unethical behavior of the offenders or even other co-workers against Marian and the minority employees. In most cases, if the victim does not issue a clear statement/declaration or with such evidence, the employer rarely wants to admit the illegal acts and it will result in unpunished illegal acts behavior. Hence, there will be many unlawful, unfair and fraudulent business practices were ignored and unrecognized in the corporation. With that being said, Marian should have asked help from the supervisor to investigate her coworkers' discrimination act in order for corporate to take prompt consideration towards the case against Marian. The consideration of conducting any actions such as investigation for both victims and offenders or drafting legal paper against offenders involve the organization's level of decision-making because this serious matter can affect the employee's performance and company productivity.