

Human Resource Management

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Review Questions

01

Managing People at Workplace

QUESTION 1

Compensation is the total of all rewards provided to employees in return for their services, either a pay that a person receives in the form of wages, salary, bonuses and commissions or all financial rewards that are not included in direct financial compensation.

Elucidate the form of incentive compensation might be used for the following jobs to increase productivity.

- a. Machine operator
- b. Automobile salesperson
- c. Pet sitter
- d. A group of five people cooperating to get the job done

QUESTION 2

Workplace flexibility embraces the idea that employees can be productive no matter when or where they perform their work. Rather than enforcing a rigid workplace environment or schedule, workplace flexibility acknowledges individual needs and supports better work-life balance and employee well-being.

Illustrate each the following workplace flexibility factors:

- a. Flextime
- b. Compressed workweek
- c. Job sharing
- d. Telecommuting

QUESTION 3

An employee grievance is a concern, problem, or complaint that an employee has about their work, the workplace, or someone they work with—this includes management. Grievance made the employees feel dissatisfied, and employees believe it is unfair and/or unjust on them.

Breakdown the grievance procedure in a unionized organization.

QUESTION 4

Downsizing, also known as restructuring or rightsizing, is essentially the reverse of a company growing; it suggests a one-time change in the organization and the number of people employed. Typically, both the organizational structure and the number of people in the organization shrink for the purpose of improving organizational performance.

Criticise four (4) problems associated with downsizing.