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INTRODUCTION

Business management helps the organizations to have disciplined and devoted employees that can conduct different business operations in right direction (Erasmus, Strydom and Rudansky-Kloppers, 2016). Present study is based on the Walt Disney Company that is a diversified multinational organisation of mass media and entertainment. Walt Disney Company was founded in the year 1923 by Walt Disney, having its headquarter at California. Report will include the respective need of different HRM policies for the business. Report will include pros and cons of employment contract for both employee and employer. Report will also find different ways an organisation deals with grievance and disciplinary issues.

MAIN BODY

Question 1 Need of Robust and progressive HRM policies in an organisation

There is a great need of robust and progressive HRM policies for the effective growth of the business. The different policies that human resource managers develops, helps the business to have a common understanding among different departments. To build coordination within the working staff, HRM policies plays there essential part. It provides a legal protection to the organisation as well as to the working staff. There are different values and expectations that Walt Disney wants to communicate with its working employees and it can be easily communicated with the help of these policies. This helps the business to implement best possible practices in the firm and that also leads to transparency among the employees and employers(Gahlawat and Kundu, 2019).

There are various decisions that play a crucial role for development of the business and different HRM policies helps the employers to come up with uniform and predictable decision. There are different sets of HRM policies that help in developing an effective culture of Walt Disney because of which it is a leading multinational organisation. In order to bring consistency and clarity within the working staff, Walt Disney has established different set of rules and regulations. With these regulatory policies, Walt Disney is also managing its intellectual property rights with the help of its different strategies. There are different HRM strategies that business is require to implement in order to manage the business activities. Strategies like Training and development and employee engagement plays an important part to

develop effective HRM strategy and Walt Disney works in following ways to make it more effective:-

Training and development

- Walt Disney improves its work culture by giving different cross training lessons to its potential employees. There are different training sessions that help the employees to become more discipline. The teams are generally been shifted to different positions in order increase their skills and that helps them in their career advancement(Christopher, 2019).
- Company believe to invest for the different training programs so that employees are able to learn new opportunities. There are different programs for hourly workers and not only for employees, but also for apprentices who may join the organisation as permanent employees in near future.
- These training programs help to prevent boredom among the working employees and a constant movement leads to different challenges and experience. The cross training also leads to synergy and innovation among the working employees of Walt Disney and employees become capable to solve different problems by their own(Turner, 2020).
- With the help of these training programs, Walt Disney has strengthened the skills of its employees and the various development programs have raise the employees to a higher level of their career growth.

Employee Engagement

- Walt Disney works consistently to make its employees engaged as it reduce staff turnover and retains its potential employees for long

period. For the same, organisation have built an effective communication medium so that they can communicate well and often to its entire working staff. Regular meetings are set in order to make the employees aware about the vision and mission of the organisation(Aktar and Pangil, 2018).

- There are different incentive programs that motivate the employees work hard. Walt Disney provides huge incentives to its employees and as a result they work harder in order to achieve the target of the business.
- Time to time taking feedback of the working employees also leads to their engagement. Walt Disney works effectively to make the employees feel important part of the organisation and HRM works in taking feedbacks of the employees so that respective changes can be brought to the working culture of the firm (O'Connor and Crowley-Henry, 2019).

Question 2 Advantage and disadvantage of employment contracts for both employee and employer

Employment contract is basically an agreement that is signed between an employee and employer which includes their different rights and also their respective responsibility that they have to follow while working for the organisation (Song and Wan, 2017). There are different aspects of employment that are covered in the employment contract and its binds the employee and employer in certain way. These contracts may have its focus over wages, bonuses, pension benefits etc. There are different forms of employment contracts like part time contract where there are limited working hours of the employee and will get a fixed pay. On the other hand there is

zero hour contracts where the employees are set free to search for new job opportunity if the work of the organisation is done. In this way there are different other contracts like term time working, voluntary working etc. There are different advantage and disadvantage of these contracts and are as following:-

Advantages:-

- *Control the employee's ability to leave the business:-* If the contract is not there between employee and employer, there are chances that the employee working for Walt Disney may leave the organisation without giving any notice period. Finding and training the new employee is quite costly and also time consuming for the employer. The employment contract, generally lock the working employee of Walt Disney into certain terms and conditions that they cannot leave the business without giving any notice period.
- *Prevent the employee from competing against the company:-* There is a non-compete agreement that is signed by the employee working for Walt Disney which apply conditions for the working employee that they will not be engaged with other competitors (Tsuru, 2017). If any employee is found guilty, the organisation is having right to terminate the person. If the employee refuse to sign for such contract, it is right of the organisation whether they hire the person or not.
- *Prevents from revealing secrets of the organisation:-* Walt Disney works effectively when it comes to its intellectual property rights. It all depends on working employees to make or break the organisational value in market. In order to build the loyalty of employee and also to protect the secret of the business, company take help of employment

contract. If any working staff is engaged in such illegal activity, it is right of the business to terminate such staff member (Ndzi, 2017).

- *Employees can be controlled easily:-* It is quite easy for the business to have control over the working employees if they are hired on contract bases. The staff will follow the respective rules and regulations that are set by the business as they have fear to lose their respective job. Employees will have respect for the employers and they will follow the respective path that the employers direct to them.

Disadvantages:-

- *The employer is also bound to the contract:-* Not only the working employee, but also the employer is bound with the contract where they have to provide the respective salary package and facilities that they decided during the joining period. Employee can make complain against the organisation if not getting the wages as decided during contract.
- *Employee renegotiation is require for changing the terms and conditions:-* If the business is require to change some terms and conditions, it is very important for the business to renegotiate and get agree with the changes. If the employee does not get agree, there is no right of the employer to force them or terminate without any specific reasons (Morgenroth, 2018).
- *Contract leads to fair treatment of employees:-* It is necessary for the employer to treat its employees equally and must act with good faith. Not doing so may leads to legal actions against the business.

Question 3 Grievance and disciplinary issues manage by organisation

Grievance is formal complaint that a working employee can raise for its employer. If any employee is treated unfairly at the workplace, can make complain and legal actions are taken against the same. Walt Disney is having an effective way to show the employees that they concern for them. They make the employees aware about grievance and provide them right to accompany the same during the meetings(Bose and Dey, 2018). For the same, appropriate actions are taken by the organisation and it helps the employees to appeal for their rights. On the other hand employees discipline is the backbone of Walt Disney. Discipline leads to smooth functioning of the business and increase the efficiency of the working employees. It finally leads to profitability of the organisation. There are different issues that arise with respect to grievance following are the ways Walt Disney works to handle the same:-

- *Direct observation*:- The employers at Walt Disney are having key eyes on all its subordinates. They carefully analyze the grievance rate, request for transfer etc. and work on them in order to improve the same.
- *Grip Boxes*:- There are different grip boxes available for the employees so that they can make complaints for the dissatisfaction that they are facing while working for the organisation. There are many employees that are having fear of punishment and do not make complains, for them it is the best option to handle this issue(Saundry, 2016).
- *Other channels*:- There are other channels like group meetings, periodical interviews etc. that Walt Disney uses in order to provide channel for direct interaction of employees with the organisation and

can provide information for employee dissatisfaction before it become a grievance.

There are different disciplinary issues that organization faces and following are the ways Walt Disney works to handle the same:-

- *Setting reasonable and clear rules and regulations for the working staff:-* It is very important for the business to set clear rules and regulations in order to make the employees aware about the path that they have to follow in order to work for organisational goals. If the employees working for Walt Disney are not aware about the rules and regulations, they will not be able to work in right direction. They will not follow the employer and will do the things on their own without following any instructions that employers have set. Walt Disney have set different rules and regulations for the working employees so that they have clear ideas about their respective duties(Wood Saundry and Latreille, 2017).
- *Consistency and uniformity of punishment:-* It is very important for the employers to have consistency and uniformity while giving punishment to the employees. If the employees are given punishment that they cannot handle, it may result in loss of loyalty towards the organisation and it may become tough for the business to retain its potential employees.
- *Prior and clear notice is been given to employees for breaking rules:-* It is very important for the business to make its employees aware about the consequences that they might face, if the respective rules and regulations are been broken down. This will create a fear of not breaking the rules and organisation will be

working in right direction. It is quite important to give warning to the employees and making them realize about their faults so that they can work to improve the same(Saundry, 2016).

CONCLUSION

From the above report it is been concluded that it is very important for the business to have progressive HRM policies as it helps the organisation to give effective training to its employees and also to make the working employees engaged in different organisational activities. Report further concluded that there are different advantages and disadvantages of employment contract and organisation is required to have proper understanding about the same before hiring the new employee. Report finally concluded that there are different issues with respect to grievance and discipline and in order to improve the morale of the workplace, employers have to work on them.

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