

Employment Relationship

by Elliot William Allsop

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M6X01291- Employment Relationship

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1.0 Introduction

The following report aims to evaluate the advantages and disadvantages of the employment relationship. In short terms, it will look to identify whether there are more benefits to a job rather than money for your labour input. There will be many benefits as well as disadvantages and these will be discovered by looking into Fordism (Alfarsi, 2018) and the changes that Henry Ford conducted during the beginning of the twentieth century, the changes that Ford conducted paved the path for employees and the equal working wage as well as reducing production time drastically. Clearly saving lots of money to invest elsewhere possibly or to even reward employees more adequately. Next up will be employee relations (Study.com, 2018) and how they enable management to ensure the workplace is fair and equal to its employees likewise Fayol's Five principles of management (Cole and Kelly, 2011) will also be touched upon here due to the similar nature of enabling businesses to manage staff appropriately, whilst remaining fair and equal too. McGregor's X and Y theory (Studylecturenates.com, 2018) will explain how there are typically two type, so workers based on their behaviour and this will influence whether the employment relationship is just a transaction or something more, in comparison to this so will soft and hard approaches (tutor2u, 2018) based on the business type and running (Mindtools.com, 2018) use for Fayol when talking about later

2 Employee relations

The employment relationship has been around longer than we know, alongside Henry Ford in the nineteen hundred. Blair too paved the way for the increase in employee benefits in the workplace if you like. As according to the (Lawteacher.net, 2018) Blair “reinforced local legislative initiatives such as the minimum wage and other statutory rights” which highly entails how long employees have slowly reaped or been recognised for their hard efforts and so have been thought of more than a mere transaction.

There is more to working a job than the wages, right? Well to each worker it differs accordingly whether you’re a recruit or an old experienced veteran. This is where employee relations come in and according to (Relationship, 2018) “the employment relationship should be a positive one” likewise to what (Study.com, 2018) says when it states that “Happy employees are productive employees” which additionally argues the statement that employment is purely a financial transaction. Happy employees will more than likely produce more output successfully whilst conforming to high quality in comparison to unhappy employees as well as make less mistakes according to (Stewart, 2018). Stylistics Good point

Additionally, having happy employees will also create a powerful relationship with the employer as this can be used advantageously however not ruthlessly. It will also be found that successful business will be the ones that manage their employees effectively.

Furthermore, as Study.com, 2018 goes on to say is that “the most important part of the business is the people” and so this efficiently indicates that without employees you have no business, power, production etc. Effectively highlighting the high demand for great employee relations within a business’s HR department.

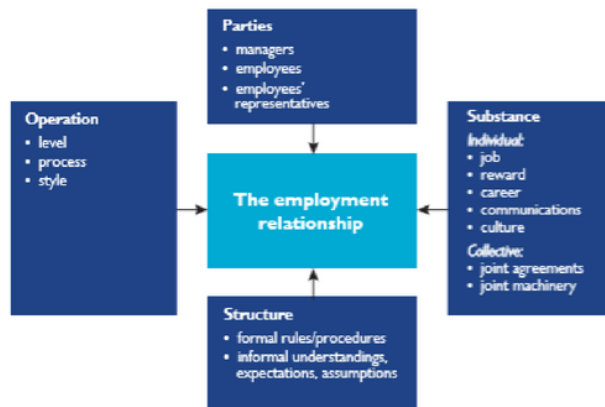


Figure 15.1 Dimensions of the employment relationship

Image 1

(Relationship, 2018)

2.1 Problem Employees

However as with any positive aspect there are those few employees who do like to milk the system, likewise according to (Blog et al., 2018) “happy employees don’t always equal high productivity rates” which means the workplace gets stricter for some due to the unfairness of others but it’s for the best of the employees as stricter systems are implemented. This therefore may adjust certain employees’ thoughts of the business, in which they may feel targeted and so no longer want to progress and may just see the job as a transaction to profit. The understandable reasoning for these systems is so that employers can ensure employees are correctly carrying out their required duties and be accurately paid for it instead of “bunking” off. Lastly on the topic of employee relations is that if the “workplace doesn’t fit with the conditions for the brain to thrive” (Employees, 2018) then the best or highly skilled employees will not stick around for long as they will want to progress, furthermore stressing the arguments against the before mentioned statement. There is more to a job than economic benefits there are elements such as status, bonuses and larger payrolls.

3 Arguments for and against types of HRM

3.1 Fordism

It was duly noted back in the nineteen hundreds (Alfarsi, 2018) by The owner of Ford himself that working was not just about an economic transaction, it was also about having loyalty to the company your working for and how you should also invest whether that be purchasing shares if available or enticing and encouraging your valued employees to purchase your cars in which Henry Ford did so. The successful entrepreneur back in his day also initiated the first raise in women's pay which led the way for equal rights in pay for the gender pay gap. Just this basic piece of information above demonstrates how far employment relations have come and how it is not just about the economic aspect of jobs that have employees hooked.

To further enlighten the readers on how work has not always been just about financial gains. (Thehenryford.org, 2018) States that Henry was so invested In his employees that despite creating the "\$5 dollar per day sharing plan" (Www-personal.umd.umich.edu, 2018) and lowering the working day to eight hours so that employees could have a more enjoyable life and plan around work with family and partners and so on. Ford also had a team of "advisors which did regular house checks as well as "bank checks" to ensure employees would not "squander their funds. This really speaks a lot for itself to show how much Ford cared about his employees and how strengthened his already loyal bond to Fords workforce because he wanted to ensure they had enough to be able to purchase a ford car and also wanted to ensure workers didn't waste their wages on unnecessary purchases. The strength of this bond was so irreplaceable that according to (Alfarsi, 2018) that on the death of Ford, hundreds of loyal employees whose lives had changed better economically, socially and morally due to Ford's ways, flocked to pay their respects at his passing. The following points also illustrate how much of a down to earth guy Ford was as well as being so successful in his field of work, he really was a family man and so had he made such a powerful employment relationship.

3.1i Famous Quotes

Ford was renowned for his successful work ethics whilst looking after his staff and even employing those less able to do the jobs and in this way(Reeve Foundation, 2018) its noted that Ford employed “9,563 disabled employees at Ford Good point es to show how much he cared for his employees as most employers wouldn’t have thought twice however due to equality now and stricter employment laws, businesses have to advocate jobs for people who are Good point he was treating everyone equally, whilst also continuously building Ford’s brand reputation. Ford was also very well spoken and known for his one liner and the following quote really speaks the truth about the emphasise of having strong moral employee relations. “Profits made out of the distress of the people are always much smaller than profits made Good point most lavish service of the people at the lowest prices that competent management can make possible” Incorrect referencing | Unreliable source *Ford News*, p. 2. Which very clearly depicts that your business is much more profitable if you work with your colleagues, find out what makes them tick and once you have mastered that tick, then your business will continue to grow successfully whilst maximising profit as well as knowing the employees re happy.

3.2 Fayol's Five Principles of management

First, whom is Henry Fayol. "Born in Istanbul and began working at a mining company at 19 which he shortly became director and eventually manager. The company at the time employed more than 1000" personnel (Mindtools.com, 2018). During his time at the mining company Fayol got to know the team and usefully how to manage them. With this the theorist produced his own book which contained what he thought to believe was the five functions of management to organise your staff. The main positive outcome of Fayol's five principles was that it was "essentially a language that other managers could follow in order to effectively use their workers productively" (Provenmodels.com, 2018) and control the efficient running of the business. In addition to this if all these elements are consistent and the business is doing great then employee morale will be high and so they will thrive form this and seek rewards. They will also interact with one another more, further arguing that the employment relationship is not just an economic benefit.

The **five** function have been expanded by numerous theorists, they are as follows:

(Provenmodels.com, 2018)

Planning- Producing plans that flexible and precise whilst considering the organizations resources, its type and future work aspect. This aspect of the five principles is the hardest as it requires participation from everyone and incurs different levels of coordination and time horizons.

Organizing- Providing all the essential materials and man power for the daily running of the business as well as matching the work structure. Also, if the number of tasks is expanded then additional levels of supervision are required to be implemented.

Commanding- Employees need have optimal returns of interest for the enterprise. The successful managers will clearly communicate and will base next moves off existing data. Their deep knowledge also creates "unity, energy. Initiative and loyalty and eliminate incompetence".

Coordinating- Fayol recommended “weekly conferences for department heads to solve problems of common interest” also by unifying efforts and business activities to ensure the balance of the “organisations activities from sales in production and procurement to production”.

Controlling- Managers can do this by establishing potential weaknesses and controlling them by means of feedback. They also “conform activities with plans, policies and instructions” it is stated that Fayol’s management theory went further than Taylors basic hierarchy model as it allowed “command functions to operate efficiently and effectively through coordination and control methods”.

Fayol’s Five principles of management just go to show that if followed correctly then your business can become very successfully, however staff need to be managed accordingly for this to happen. The benefit of this course is that the employees will value the employer if managed and worked appropriately. So, managers need to take a more detailed approach and view the workplace as a “living organism” rather than a machine in order to strive to their full potential and have value in the employees (Provenmodels.com, 2018) The only disadvantage is that these theories are based on visions and no on realistic approaches, truth of the matter is that there will always be one piece of the entire workplace that will let down the whole system and this can be as simple as just one employee not following company policy. Of occurs these minor issues can be dealt with however swifter the better.

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3.3 McGregor's X and Y Theory

The McGregor X and Y theory which argues for and against the above statement, due to there typically being two types of workers. According to (tutor2u, 2018) MacGregor developed "two theories about ^{Stylistics} behaviour at work". Those that typically see work as an economic transaction if ^{spelling} you like, this is due to them disliking work and avoiding it wherever possible. ^{spelling} Lack of growth or progressing throughout the business and desire security. ^{Support} SO, it would be clear to see that theory x workers have no morals or any self-progression. Moreover, to progress or complete any business objectives then they would must be controlled or punished if results were not seen.

Now Theory y workers ^{spelling} as those that argue that there is more to work than just pay, they actually see work as "rest or play" and are normal people who do not dislike work and in opposition to x worker will progress however only if motivated but this doesn't necessarily mean more pay it could mean other benefits too. Although ^{spelling} it is mostly assumed more responsibility equals more pay, there are also other benefits to such as free or discounted healthcare, gym memberships etc. ^{spelling} It all depends on which business you work for and how high an employee progress.

Irrespective with both types of workers there needs to be a motivator, mainly for x workers its some sort of regards system such as a bonus if you like which supports the statement that the employment relationship is about money. Differently to y workers who although would settle for motivating bonuses are also inclined by social environments where workers can just be themselves and be as creative and develop with extra responsibility. Further supporting the against side of that money just motivating their job.

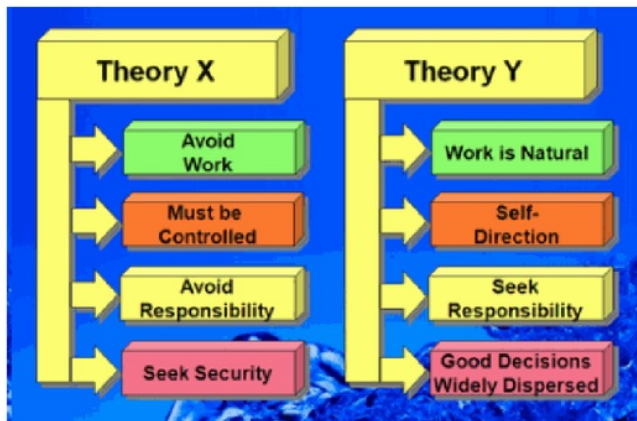


Image 2

(Studylecturenotes.com, 2018)

The table is titled 'McGregor X - Y Theories'. To the left of the title is a sad face emoji, and to the right is a happy face emoji. The table has two columns: 'Theory X' and 'Theory Y'. Each column lists five assumptions about human behavior at work.

Theory X	Theory Y
* people need close supervision	* people want independence in work
* will avoid work when possible	* people seek responsibility
* will avoid responsibility	* people are motivated by self-fulfilment
* that they desire only money	* people naturally want to work
* people must be pushed to perform	* people will drive themselves to perform

Image 3

(Studylecturenotes.com, 2018)

Above in image 2 and 3 it is clear to see how both types of employee sets itself to supporting one side of the argument on how the employment relationship is just about the economic transaction. Typically, theory x workers are more prone to hard management styles

3.4 Soft and hard HRM

As it most commonly known you cannot have a work place without Human resource management as there business will not run efficiently or effectively and so no employment relationships will be taking place. This statement is supported by (DifferenceBetween.com, 2018) "HRM is a vital function of any organisation as people constitute an invaluable asset which needs to be harnessed" effectively. This is because if you do not reward or at least motivate your current employees then the relationship will just be a basic transaction with no other aspiring attributes.

Theory x is associated with the hard type of HRM as it labels the employees as lay with no motivation of their own, therefore it is up to management to induce a hard style to influence the behaviour of the employees to further company goals (DifferenceBetween.com, 2018). hard types of management often perceive employees as part of the business like "a machine & buildings" and so shows no or very little care on behalf of employees, they just ensure they retain staff by paying the bare minimum legally. So not really a respectable approach but however is suited for potential employees who are they just there for the hours and pay, with no ambitions of progressing solely.

Conversely theory y is associated with soft HRM and "perceives men as having emotions, feelings and motivations" (DifferenceBetween.com, 2018) which goes to show how employees could and should be treated giving that they display the correct behaviour and hence also argues that the employment relationship is more than a mere transaction. It is also about creating a bond that gets stronger with the employer and grows in responsibilities and rewards for the correct workers. This will also allow the workers to open their full potential instead of applying the same half amount of effort daily (tutor2u, 2018).

4 Conclusion

It is clear to see that in some respects it does entirely depend on the circumstances given when it comes to analysing if an employment relationship is more than just an economic transaction. It depends on what type of management approach or theory the Human Resources department Good point how the business is run and what type of employees a business has (Relationship, 2018). Again, reflecting on Ford 's legacy and his past actions have greatly transformed management within the business as we know it today by offering competitive wages, pension, hours and as well as flexible shifts to fit around lifestyles, spelling so that employees can interact with family. Not to forget how he also paid women equally too and encouraged Good point his workers to invest in his products when paying them adequate wages (Alfarsi, 2018). This type of management style is what highlights that the employment relationship has more meaning and values social, morally and economically. So, its evidently shown how much Ford valued his employees and paved the way for other like-minded business owners and managers. 1

Fayol (Cole and Kelly, 2011) also analysing the workplace with his theories of the types of management by HRM which help to conclude whether a business has more to offer socially and morally and not just economically, this can be decided by how well the business plans itself, organises and coordinates its employees within tasks, and additionally who they are rewarded for their success too. Lastly McGregor's theory of x and y workers alongside hard and soft approaches to management will also indicate whether a business has more to offer than a mere economic transaction. This will be told by also analysing how the employees work and if any benefits or motivators are set in place to highly entice workers (Studylecturenotes.com, 2018). So again, to reflect it all depends on the type of employees within the business and as well as the type of management style that has been adopted within the workplace that shows whether a job is just an economic transaction.

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Employment Relationship

GRADEMARK REPORT

FINAL GRADE

50/100

GENERAL COMMENTS

Instructor

A good range of informed literature used but many sources have questionable credibility and reliability. 14/30

A satisfactory knowledge and understanding demonstrated. However, some gaps in the explanations of each HRM model discussed and their relevance to the question. 15/30

Some good arguments made mostly supported with evidence. Fordism is linked well to the social dimensions of an employer. However, the other models used are not linked very well to the question. A good attempt at critical writing but needs additional viewpoints to form a more holistic analysis and balanced evaluation. 15/30

Generally well laid out and coherent. Minor grammatical and spelling errors with improvements in stylistics needed. 6/10

50%

PAGE 1

PAGE 2

Awkward:

The expression or construction is cumbersome or difficult to read. Consider rewriting.

PAGE 3

QM

Stylistics

Additional Comment Questions should not be posed in academic writing

QM

Good point

Good point

PAGE 4

QM

Unreliable source

Whilst this is quite useful for a general knowledge of the subject, it's not a credible source to reference.

QM

spelling

spelling

PAGE 5

QM

Grammar

Grammar

Additional Comment

you're

QM

Citation Needed

Cite Source:

Please use the link below to find links to information regarding specific citation styles:
http://www.plagiarism.org/plag_article_citation_styles.html

Additional Comment

Without a valid reference, arguing that Ford influenced equal pay for men and women is unsubstantiated

QM

Grammar

Grammar

Additional Comment

comma, not full-stop required

QM

Grammar

Grammar

QM

Good point

Good point

QM

Good point

Good point

QM

Stylistics

Additional Comment "down to earth guy" is not academic writing

QM

Support

Support Needed:

A well-written paper will include strong support for its thesis. Support for your thesis should come from primary (original documents, interviews, and personal experiences) and secondary (information that has been processed or interpreted by someone else) sources. To use your support effectively, you must elaborate upon the information, quotations, and examples taken from your sources and connect them to your thesis. It is also important to remember to cite the sources of the evidence and support you use in your paper.

Additional Comment What evidence suggests he was a family man? The evidence suggests he had a rapport with his workers but not necessarily a family man

PAGE 6

QM

Good point

Good point

QM

Good point

Good point

QM

Good point

Good point

QM

Incorrect referencing

Additional Comment

Not Harvard

QM

Unreliable source

Whilst this is quite useful for a general knowledge of the subject, it's not a credible source to reference.

Additional Comment

Whilst this source adds weight to your argument, it's also from a biased source. It would hold more weight if it came from an impartial, academic source

PAGE 7

PAGE 8

PAGE 9

QM

Stylistics

QM

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QM

Support

Support Needed:

A well-written paper will include strong support for its thesis. Support for your thesis should come from primary (original documents, interviews, and personal experiences) and secondary (information that has been processed or interpreted by someone else) sources. To use your support effectively, you must elaborate upon the information, quotations, and examples taken from your sources and connect them to your thesis. It is also important to remember to cite the sources of the evidence and support you use in your paper.

QM

spelling

spelling



spelling

spelling

Additional Comment

too



spelling

spelling

Additional Comment

progresses

PAGE 10

PAGE 11



Unreliable source

Whilst this is quite useful for a general knowledge of the subject, it's not a credible source to reference.

PAGE 12



Good point

Good point



spelling

spelling



Good point

Good point



Comment 1

This needs to be expanded on. the question is about employers having a social obligation. By improving the lives of workers, it could be argued that Ford recognised his social obligation as an employer. This point needs to be made in the conclusion.

PAGE 13



Unreliable source

Whilst this is quite useful for a general knowledge of the subject, it's not a credible source to reference.

QM

Good source

Good, reliable source

QM

Good source

Good, reliable source

PAGE 14

QM

Incorrect referencing

Additional Comment

Employees, M? Is this the author name?

QM

Good source

Good, reliable source

QM

Good source

Good, reliable source

PAGE 15

QM

Unreliable source

Whilst this is quite useful for a general knowledge of the subject, it's not a credible source to reference.



Comment 2

Incorrectly referenced. "University" is not the authors name

QM

Unreliable source

Whilst this is quite useful for a general knowledge of the subject, it's not a credible source to reference.

RUBRIC: BACHELOR'S ASSESSMENT CRITERIA

RES-INF LIT

Satisfactory
40-49%

Research-informed Literature. Extent of research and/or own reading, selection of credible sources, application of appropriate referencing conventions

OUTRIGHT FAIL 0-29%	Little or no evidence of reading. Views and findings unsupported and non-authoritative. Referencing conventions largely ignored.
UNSATISFACTORY 30-39%	Poor evidence of reading and/or of reliance on inappropriate sources, and/or indiscriminate use of sources. Referencing conventions used inconsistently.
SATISFACTORY 40-49%	References to a limited range of mostly relevant sources. Some omissions and minor errors. Referencing conventions evident though not always applied consistently.
GOOD 50-59%	Inclusion of a range of research-informed literature, including sources retrieved independently. Referencing conventions mostly consistently applied.
VERY GOOD 60-69%	Inclusion of a wide range of research-informed literature, including sources retrieved independently. Selection of relevant and credible sources. Very good use of referencing conventions, consistently applied.
EXCELLENT 70-79%	A comprehensive range of research informed literature embedded in the work. Excellent selection of relevant and credible sources. High-level referencing skills, consistently applied.
EXCEPTIONAL 80-100%	Outstanding knowledge of research-informed literature embedded in the work. Outstanding selection of relevant and credible sources. High-level referencing skills consistently and professionally applied.

SCALE 8

K & U SUBJECT

Knowledge and Understanding of Subject. Extent of knowledge and understanding of concepts and underlying principles associated with the discipline.

OUTRIGHT FAIL 0-29%	Major gaps in knowledge and understanding of material at this level. Substantial inaccuracies.
UNSATISFACTORY 30-39%	Gaps in knowledge, with only superficial understanding. Some significant inaccuracies.
SATISFACTORY 40-49%	Evidence of basic knowledge and understanding of the relevant concepts and underlying principles.
GOOD 50-59%	Knowledge is accurate with a good understanding of the field of study.
VERY GOOD 60-69%	Knowledge is extensive. Exhibits understanding of the breadth and depth of established views.
EXCELLENT 70-79%	Excellent knowledge and understanding of the main concepts and key theories. Clear

awareness of challenges to established views and the limitations of the knowledge base.

EXCEPTIONAL 80-100% Highly detailed knowledge and understanding of the main theories/concepts, and a critical awareness of the ambiguities and limitations of knowledge.

SCALE 8

ANALYSIS

Analysis. Analysis, evaluation and synthesis; logic, argument and judgement; analytical reflection; organisation of ideas and evidence.

OUTRIGHT FAIL 0-29%	Unsubstantiated generalisations, made without use of any credible evidence. Lack of logic, leading to unsupportable/ missing conclusions. Lack of any attempt to analyse, synthesise or evaluate.
UNSATISFACTORY 30-39%	Some evidence of analytical intellectual skills, but for the most part descriptive. Ideas/findings sometimes illogical and contradictory. Generalised statements made with scant evidence. Conclusions lack relevance.
SATISFACTORY 40-49%	Evidence of some logical, analytical thinking and some attempts to synthesise, albeit with some weaknesses. Some evidence to support findings/ views, but evidence not consistently interpreted. Some relevant conclusions and recommendations, where relevant.
GOOD 50-59%	Evidence of some logical, analytical thinking and synthesis. Can analyse new and/or abstract data and situations without guidance. An emerging awareness of different stances and ability to use evidence to support the argument. Valid conclusions and recommendations, where relevant.
VERY GOOD 60-69%	Sound, logical, analytical thinking; synthesis and evaluation. Ability to devise and sustain persuasive arguments, and to review the reliability, validity & significance of evidence. Ability to communicate ideas and evidence accurately and convincingly. Sound, convincing conclusions / recommendations.
EXCELLENT 70-79%	Thoroughly logical work, supported by evaluated evidence. High quality analysis, developed independently or through effective collaboration. Ability to investigate contradictory information and identify reasons for contradictions. Strong, persuasive, conclusions, justifiable recommendations.
EXCEPTIONAL 80-100%	Exceptional work; judiciously selected and evaluated evidence. Very high quality analysis, developed independently or through effective collaboration. Ability to investigate contradictory information and identify reasons for contradictions. Highly persuasive conclusions.

SCALE 8

PRAC APP&DEPL

Practical Application and Deployment. Effective deployment of appropriate methods, materials, tools and techniques; extent of skill demonstrated in the application of concepts to a variety of processes and/or

contexts; formulation of innovative and creative solutions to solve problems.

OUTRIGHT FAIL 0-29%	Limited or no use of methods, materials, tools and/or techniques. Little or no appreciation of the context of the application.
UNSATISFACTORY 30-39%	Rudimentary application of methods, materials, tools and/or techniques but without consideration and competence. Flawed appreciation of the context of the application.
SATISFACTORY 40-49%	An adequate awareness and mostly appropriate application of well established methods, materials, tools and/or techniques. Basic appreciation of the context of the application.
GOOD 50-59%	A good and appropriate application of standard methods, materials, tools and/or techniques. Good appreciation of the context of the application, with some use of examples, where relevant.
VERY GOOD 60-69%	A very good application of a range of methods, materials, tools and/or techniques. Very good consideration of the context of the application, with perceptive use of examples, where relevant. Evidence of some innovation and creativity.
EXCELLENT 70-79%	An advanced application of a range of methods, materials, tools and/or techniques. The context of the application is well considered, with extensive use of relevant examples. Application and deployment extend beyond established conventions. Innovation and creativity evident throughout.
EXCEPTIONAL 80-100%	Outstanding levels of application and deployment skills. Assimilation and development of cutting edge processes and techniques.

SCALE 8

SKILLS PROF P

Skills for Professional Practice . Demonstrates attributes expected in professional practice including: individual initiative and collaborative working; deployment of appropriate media to communicate (including written and oral); clarity and effectiveness in presentation and organisation.

OUTRIGHT FAIL 0-29%	Communication media is inappropriate or misapplied. Little or no evidence of autonomy in the completion of tasks. Work is poorly structured and/or largely incoherent.
UNSATISFACTORY 30-39%	Media is poorly designed and/or not suitable for the audience. Poor independent or collaborative initiative. Work lacks structure, organisation, and/or coherence.
SATISFACTORY 40-49%	Can communicate in a suitable format but with some room for improvement. Can work as part of a team, but with limited involvement in group activities. Work lacks coherence in places and could be better structured.
GOOD 50-59%	Can communicate effectively in a suitable format, but may have minor errors. Can work effectively as part of a team, with clear contribution to group activities. Mostly coherent work and is in a suitable structure.
VERY GOOD 60-69%	Can communicate well, confidently and consistently in a suitable format. Can work very well as part of a team, with very good contribution to group activities. Work is

coherent and fluent and is well structured and organised.

- EXCELLENT 70-79% Can communicate professionally and, confidently in a suitable format. Can work professionally within a team, showing leadership skills as appropriate, managing conflict and meeting obligations. Work is coherent, very fluent and is presented professionally.
- EXCEPTIONAL 80-100% Can communicate with an exceptionally high level of professionalism. Can work exceptionally well and professionally within a team, showing advanced leadership skills. Work is exceptionally coherent, very fluent and is presented professionally.

SCALE 8