

ASSESSMENT 2

Managing people

IBM

Desislava Hristova

Student number 1813113

Tutor: Husam Alharahsheh

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INTRODUCTION

Managing people is a wider concept in every organization and it includes the various encompasses that shows talent acquisition, Employee retention and optimization of staff members on the same time provide support for the firm and guidance to the employees within the working place. This essay report is based on the IBM Company that is one of the largest American multinational technology company headquartered in Armonk, New York and founded in 16 June, 1911. Their existence in around 177 countries and deals in various technological items such as computer hardware, software, mainframe computers, giving hosting and consulting services, middleware etc. in this company there are around 352600 employees who are working with the organisation to gain their profits and revenues and increase the market growth. This project shows the balanced related to HRM policies including the reference of training and development and employee engagement and its relation to HRM strategy. It also includes the typical employment contracts i.e. zero contract, part-time and term time working with its benefits and drawbacks. It also involves the managing of company grievance and disciplinary issues to improve the productivity and workforce morale (Mayo, 2016).

The use of atypical employment contract has grown in recent years

Employment contract defines the responsibilities, duties, rights, and condition of an employment that makes the legal relation between the employee and employer. There are various types of employment contract that shows the individual status within the company and it also correctly determines the status of working members within the business firm. With reference to an IBM, this employment contract helps in showing the employee status within the working environment. It is very important to understand the condition, power, and position of the staff members so that company can take those benefits and other incentives according to that. There are different types of employment contracts such as zero hours contracts, part-time employment contract and the term- time contract that has shown below and grow within the recent years with their benefits and drawbacks for both employees and employers so that it is easy for the company which is beneficial in what type of situation. (Psychogios and Prouska, 2019).

Zero hours - It refers to that type of contracts that specify an individual works when it is required by the employer. It is also called casual contractors in this a manger cannot bound the employees for fixed working hours. It must grow in recent years for a person who works in an organization without any time foundation. It is a common trend that is enhancing day by day because of this it is also called the gig economy. In context of IBM, this type of employment contract is very trending for the students when there is workload and for expert's people when the company needs to take the important decision which is critical in nature. This type of staff members is paid under the national minimum wage act based on stand- by time, downtime and the on-call time. Using this employment contact by the respected company means to save a lots of money as they are not obligated to give more benefits and they can expand and contraction the demand of the employees on a quickly basis as per the demand and needs of the business venture. This type of employees and the members are not getting the benefits related to medical coverage, survivor health benefit, group life insurance etc. It contains both advantage and disadvantage for the working people in zero hours and for whom who offers this (McNeill, 2015).

Advantages for employee and employer- The main advantage for IBM employees is that there is no obligation is set by the organization regarding their working hours in this they can work according to the task without foundation of the time and at the same time they will get the same annual leaves as compare to permanent workers that is a greatest trump card for the employees. For employers of IBM, it helps in peak period as they get the workers without recruiting the candidates that contains lots of amount and time which is very pervious for the firm at the time of peak period. At this they need to spend more time on completing the task. Another benefit for the employer is that they get the creative members without spending much funds and time because in this they hire an experience person or the students who have a great knowledge regarding the market and the business environment(George and Mallery, 2016).

Disadvantage for employee and employer - It is also an drawback for the employees of IBM as they get the low income with high pressure of works because they work in a peak period and they need a job as they are the students or the other person who need the jobs to fulfils are basic needs. For employer it contains the major disadvantage as they cannot stop the zero-hour workers for working to their competitor firm or for the other employer within the same organisation because they work as a part time. It creates clashes in the working place and affects the profits and revenues of the company (Ebbers and et. al., 2016).

Part-time working – It refers to that employment contract which emphasis on the working hours of an employees and how they handle the overtime in the company. This type of members is also holding the positions to the full-time workers. This type of workers is preventing from the favourable treatment as compare to the full-time workers, because of this companies are more focusing on hiring the employees under this employment contract law. They generally work for 30 hours per week. In IBM, this type of employees is very active as they work with counted working hours and handle all the extra work. in this they are hire for a customer service, sales consultant etc. This worker is not considered for promotion because of the work under the part- time employment contract. When there is peak load a manager of a company can hire a part-time workers who can handle all the works and helps in earning the higher profits and revenues so that they also get the high income and enhance their standard of living.(Liu, Ko and Chapleo, 2017).

Advantage for employee and employer – it is very beneficial for the employees of IBM as they have more free time and flexible work life balance. This helps in indulge in some other works it is more suitable for interns who are students and women who manages their professional and personal life, IBM offers this contract to students and women so that they give the productive work because they work without tension this helps in reducing the absenteeism and the tardiness. It is a very flexible type of job for the employees. For employers it gives the benefits in a way that they hire a candidate on low cost and without any sick leaves, vacations, and insurance. It also helps in covers the busy schedule in an efficient and effective way. Another benefit for the employer is that it helps in boosting the morale, commitment of the staff member due to this they get the productive results to the company like IBM (Daya and et. al., 2016).

Disadvantage for employee and employer – The major drawback of this contract for employees of IBM is that they did not receive any benefits like holiday pay, vacations, any type of insurance and leaves and when they are not working within the organisation they does

not get any pay also. The main disadvantage for employer is that it contains the more cost in administrative and it also involves high paperwork and management as compare to full-time workers. In this for the managers it is very critical to measure the working hours of the particular employees and their regular performance of this part-time workers due to this sometimes it gives the negative results at the time of task completion (Liu, Ko and Chapleo, 2017).

Term-time working – This refers to the arrangement related to the workers number of weeks in their work. This type of workers is hired for a special type of work and dissolves the contract when the work must be done. This type of employment contract can be made for less than fifty-two week in a whole year with holidays. For example, if a person work for 40 hours a week so that they work for 200 days according the academic year of the country. In IBM, this type of workers is assigned some task and for a specified time. This are related to the top level managers that provides the suggestion to control all the functions so that departments work with effectively and efficiently and gives the proficiency results so that company can stay for the long time period and enhance their business unit in all the world. About all this type of workers all the records and the data can be mentioned by the managers or the department of the company head. This helps in paying the salary and giving the other benefits or leaves. It can be managing according to the country policies that a company can follow. (Liu, G., Ko, and Chapleo, 2017).

Advantage for employee and employer - the main advantage of term time working employees of the IBM Company is that they allow cutting their working hours when they need. It also motivates them to work effectively; it is very trending for those employees who have parents also. In this they also get benefitted when they work extra as per their contracts as they get extra pay and salary for this. For employers it is beneficial in a way that it helps in retaining the employees which reduces the hiring cost and time which is very important to take decisions on the other significant topics. It also helps in focusing on the important decisions rather than hiring a candidate for completing the task because they get on the contact basis which is beneficial for the company. This helps in enhancing the productivity and gives the effective results to the firm.

Disadvantage for employee and employer - The main drawback for employers is that it increases the work as they reassign the whole task to employees who are working in the IBM and at the same time their employees are less committed towards their superior. It negatively affects the employee's income and their benefits this is the disadvantage for the employees. In this a person cannot take a leave without the proper and authorized permission of the line and top-level managers. In this situation that only take a leave when the manager can permit them. If they take without permission their salary may be deduct or they may face other consequences as per the concerned company policies, rules (Arsanjani and et. al., 2015).

CONCLUSION

From the above report it is to be concluded that managing the people within the organisation is an important task to enhance the profits and market growth within the industry. This essay suggests the various determinants that help in knowing the different aspects that is helpful in managing the workforce. It explains the HRM policies that are helpful in fulfilling the organization needs and increases the performance. It also explains the employment contracts such as zero hours, part-time and term-time working that creates advantage and disadvantage for both employee and employers and notice the staff member's abilities and capabilities of completing the task and in what time. It also helps in manages and, maintain the company manages grievance and disciplinary issues that helps in increasing the morale of the employees and enhances the company profits and revenues.

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