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Question (2)

INTRODUCTION

Lidl is one of the most growing organizations in the UK with a large number of competitors in the UK market and is highly recommended for employment relations in both negative and positive aspects. Lidl considers both moral value and family value of their employees. The traditional system of retail industries always performs an important role towards the employees of the organization who are working in the premises of Lidl. Most of the useful day-to-day groceries are made in Germany and it has a huge impact on people's choices because of the selling price. The company's current number of employees is 315,000 from 10,500 stores. The organization is one of the famous retail supermarkets in the UK. This store increases the revenue every year by leading the appreciated profit by increasing 5.8%.

ZERO HOUR CONTRACT:

Zero-hour contract is known as an official work agreement between the employer and worker with no guarantee of working hours. It's clear that a zero-hour contract is the same as a flexible contract policy. Nowadays, employment is one of the major problems around the world according to the information from national statistics (2018) 780 thousand people are suffering from this type of contract. Overall, around the organization there are 7% of organizations that provide this type of contract. The company is not responsible for working hours in this type of contract because of working conditions and sometimes no work inside the organization. This type of contract has a both option for flexible contract.

The employees and workers of Lidl with the respect of statutory rights workers who got zero hour contracts they have a right statutory employment rights. However, while working inside the premises as a self-proclaimed worker gets necessary employment rights such as break times, protection against discrimination and yearly offs. In future, it is very important for all workers and individuals that they are on their own. Also, the worker of Lidl protects their self against illegal wages deduction and the organization have to pay them minimum wages for their work. Also, they can show and protest against work more than couple of days in week from this they can avoid the slowness at work. by taking rest. It is help worker to get some

rest as well as winning some relax. As an employee, the employees of Lidl are holding the right for legal rules for holidays, paternity leave and holidays form recover tiredness and basic information form provide by authority to get flexibility work within premises. The new regulation about zero-hour contract obtain in on 26 may 2015 where the law block Lidl employers form preventing the 'exclusivity clauses' into zero-hour contract where employers can restrict their workers because they can't work for another employee so it can be reflecting the individual work of worker and employee. The exclusivity term in zero-hours regulation 2015 state it is consider as a unfair if the person contractual condition stopping them for working for an another employee (Anon., n.d.). it is also illegal for a worker who work for another employee and he is suffering from injury.

Benefits for the employees: The benefits gain as an employee in Lidl is you will gain your progression very quick and get opportunity to become a deputy store manager. employees can recover their demand by call people who works under the zero-hour contract for cover extra work on peak time. Moreover, employee can reduce their wage cost rather than paying high agency fees by get the workers who are working in this contract.it is useful for employee gain knowledge about the managerial skills (Hughes, 20 April 2015).

Disadvantage for the employees: There are certain sources behind the zero-hour contract terms against legal action for certain employee and worker inside the working organization. There is no limitation for working hours in this kind of contracts for an employee so it will be clearly seen that the employee will be unconscionably. There are so countable characteristics that make this contract very unsafe in terms of law: because workers are suffer from so many disadvantages because this type of fundamentals rules of placement. It is responsibility of employee who work under the organization they are safe from abusing and some illegal social act (O'Connor, November 13, 2018). Employee who are working in this kind of contract they can't depend on fix income. Nowadays, employee who work into zero-hour contract they sometimes survive with not paying off because they have to whatever they have because they dedicated their time work and moreover, payment issue is rising rapidly in zero-hour contract. It is also seen that company also avoid to provide employment benefits such as week offer and discount offers.

Advantages for company: Zero-hour contract generally use for people who want flexibility for work. Nowadays, zero-hour contract term used widely in such as a retail shop for provide some rest to employee or workers. Most of the people who are working in zero-hour contract are under age of 25 and over 65. Overall, 38% of people are happy with this type of contract in organization. Company use this type of contract when some festival is coming and need more working demand for an organization to provide company employee some leisure time. Moreover, company do not have to pay necessary amount to employment. Using zero-hour company save wage amount and they do not have to pay agencies which are expensive by using this they can save large amount because people who are in this type of contract company provide them a lower amount (Knight, 2006).

According to UK government, it is shown that generally zero-hour contract is only increase when the organization want to substituted their employee or employer when they feeling sick and happen some physical incident and demanding more work or some seasonal work

like festival or some innovative decision into the organization. This is beneficial for both employee or employer they can take advantage of technical operation.

PART TIME WORKING CONTRACT:

Part time contract is considering as a one type of employment contract it is like working few hours in less than 40 hours per week. People who are working in a part time contract term their shift are rotational and generally they are working hours less than 30 hours per week. There is different approach for people like to choose part time jobs they might be like to spend some time for leisure activity or trying to adept work life balance. working sixteen hours per week will help you to become creative and on work the positive outcomes will help to improve performance.

Benefits for part time workers: In case of the new conditions inside the organization it is good move and key advantage for time worker. As far as Lidl provide part time work facility the part time workers like student have an another working profession on the other hand. In future, part time worker or student have the another job in future after study or opportunity to increase their knowledge in same field. Part time workers can swap their shift inside the organization if any urgency came up. Also, recovering from sickness and spend time with relatives.

- As well as people who are working part time contract and they have another jobs so they have different shifts like morning, afternoon and evening they can work at another jobs and earning better income. Lidl, during peak seasons like Easter and new year they provide and encourage part time workers for working a full day or extra shift so they can get better income and increase their wages and experience. But in this situation a person who work both side may be he has to face some inescapable circumstance. (Stephan Taylor, 2012)

Worker disadvantage: Workers who are not working full time with the organization some time they don't get any type bonuses of employment. It is fact that if worker get any type of sickness and any type unavoidable situation or some urgency come up. sometimes part time workers get more than full time workers than company started to provide subsidiary time to the company and don't offer the permanent employee (Knowles, 23 Feb 2012).

Company advantages: firstly, one of the most famous skill use by company to hire part time worker is paying cost lower so they can minimise their pay roll lower and get the work form employee. Secondly, company can ask the part time worker to get more hours of work if they want in rush hour. so, they can increase their increase better salary and as well as they can reduce working hours of part time worker in off peak time by using this management

they can reduce their yearly costing lower. Additionally, part-time workers don't provide as any type of benefits from the company whereas the full time worker get all the compensations provided by company. Company can cover their weekend by offering jobs to part time workers. Furthermore, two-part time worker together provides an effectively work than a full time worker.

Disadvantage for an employee: A usual disadvantage for part time workers is that they are less committed to work relative to full time workers. Full time more depend on benefits and consists income with the organization and they feel very attached with organization. In this term the part time workers don't get any benefits and offers from the organization and they don't need any increment and appreciation from the organization. Lidl so, they are not putting their efforts and this will lead to the conflict if is not handled properly. (Mulins, 2016) In Lidl most of the part time workers who generally work very often like on weekend, temporary and seasonally they have less of knowledge about working on till and also struggling with the communication gap with the full time workers and also they can't work on the checkout tills. Customer who driven the organization they may notice and find the less customer service and selling.

EMPLOYMENT CONTRACT TERMS:

There are main four term of contract used in employment

- **Statutory terms:** This type of contract is an agreement between the employer and employee. This type of contract considers the rights for employee like the organization should have to pay them at least minimum wages. Providing a written statement of terms and condition to employee within two months of starting work. as well as ensure that there is no discrimination inside the premises.
- **Express terms:** This terms are specifically mentioned in written and orally between the employee and employer.
- **Implied terms:** This type of contract generally based on trust between the employer and employee there is not any written or orally statement for this but it has been recorded might be some stealing causes inside the organization.
- **Incorporated terms:** This type of contract is including documents such as an employment hand book and it is formed under English law and court recognized as a valid.

CONCLUSION:

With the respect of organization Lidl, it can be said from this different types of contractual terms there are some pros and cons for the employees and employs on the working area. By this terms it will help the organization to achieved target goals and manage customer satisfaction into the supermarket like LIDL.

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