Answer to HR Management Unit 5 Assignment

Course’s Name

Student’s Name

Professor’s Name

Institution

Due Date

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**Answer to Question 1**

The unlawful discrimination could persist for more than 55 years after the passage of Title VII of the 1964 Civil Rights Act due to a variety of reasons.

**Answer to Question 2**

In fact, Sexual Harassment was constituted by the U.S. Equal Employment Opportunity Commission, which refers to the federal agency formed according to the Civil Rights Act of 1964 so that the civil rights laws against discrimination in the companies' working environment can be administered and enforced. According to Sexual Harassment, it is against the law to harass an employee or a job applicant due to that individual's gender, and harassment may consist of requests for sexual favors, unwelcome sexual advances, in addition to other physical and verbal harassment of a sexual nature.

There are many responsibilities and rights that an alleged recipient of Sexual Harassment can have, and it is because appropriate and prompt corrective action will be taken if the credibility of an allegation of such harassment is determined by the organization. In specific, workers that have been discovered by the organization to have subjected other individuals to such harassment activities can be subject to discipline as well as other adequate management action. In this manner, the organization is supposed to take essential processes to make sure that the issue can be adequately addressed and examined. And in the case that the allegation is indeed credible, then effective and immediate measures will be taken in order to terminate the employees' unwelcome behaviors.

**Answer to Question 3**

In fact, our present employer must be concerned about unionization mainly because individuals always tend to together in order to resolve issues and conduct changes that can enhance the living standards and the communities of the employees. In other words, employees join with each other through unions so that they can strive for advancement in the working environment in which a large portion of those employees' waking hours has been spent on their work performance. With unions declining in the U.S., the employees' abilities to come up with the negotiation with our present employers throughout a procedure known as collective bargaining as well as their freedom must be broadly recognized as a basic human privilege across many worldwide companies. Furthermore, the HR managers of our present employment frequently resist unionization according to the fact that those unions usually try to negotiate work regulations that are to the advantage of their individuals. Worse yet, business members that have participated in union environments have regularly complained of the lack of flexibility as well as the complication unions frequently generate when it comes to handling poor-performing union members. Other than that, our present employer may find dealing with unions to be not pleasant that they determine to increase benefits and pay in a voluntary manner in order to preempt unions in having those benefits advertised. That is because unions may have plenty of choices at their disposal in order to pressure company management into accepting the conditions and terms union individuals are requesting. Moreover, the strategy available to the union consist of picketing, boycotting, and striking, which results in the fact that employees can quit their job positions and decline to return except when the organization can come up with a resolution for their issue at hand.

**Answer to Question 4**

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