Exempt and Non-exempt Employees

Student’s name

Professor’s name

University’s affiliation

Address

Date

Exempt employees are paid for getting the job done and not for putting in more than 40 working hours per week. On the other hand, non-exempt employees are paid extra if they put in more than 40 working hours per week. The exempt employees are paid on a regular salary basis which is a predetermined amount. They do not qualify to receive minimum wages or overtime pay like the non-exempt employees do (Ko & Kleiner, 2005). To avoid any legal punishment, employers must at all times properly classify their employees as either exempt or non-exempt (Bridges & Kleiner, 2000). Classifying employees is an important action which influences the organization's structure and functionality. It is vital in ensuring that the organization runs smoothly and that all workforce efforts are recorded to optimize profit. It allows the employer to recognize and describe job roles, making sure that each employee is assigned a task that perfectly suits their skills. This would ensure that the employees work more easily and are able to give it their best while at work. A determined workforce is necessary for a successful organization, and classifying employees as either exempt or non-exempt gives them the motivation they need. This classification enables employees to work in an environment they so desire and where they experience no pressure. This is useful as it enables them to perform at their optimum and give more quality output which would benefit the organization.

If I had a choice, I would like to be classified under the non-exempt employees. I am a hardworking and determined person and would not mind putting in extra working hours. Being classified as a non-exempt employee gives me the necessary platform where my extra efforts would be appreciated. Working as a non-exempt employee, my efforts would be more profitable than working as an exempt employee.

Reference

Ko, H., & Kleiner, B. (2005). Analysing jobs to determine exempt or non‐exempt status. *Equal Opportunities International*, *24*(5/6), 93-100. <https://doi.org/10.1108/02610150510788204>

Bridges, J., & Kleiner, B. (2000). Determining exempt or non‐exempt status under California law for managers. *Equal Opportunities International*, *19*(6/7), 34-39. https://doi.org/10.1108/02610150010786481