Title

Name of Student

Institution affiliation

Course

Based on the key details surrounding the scenario, there are ethical reasons on which Bobby Bret could lodge a complaint, but there is no legal credence to pursue a case based on failure to promote. From a legal standpoint, American Labor laws narrow in on the conditions under which an aggrieved one should be able to seek legal redress. The anti-discriminatory act mentions specific criteria on which an individual worker can escalate a case of failure to promote. In the labor law, there is has to be proof that an individual was intentionally overlooked on the basis of race, gender, physical or mental capabilities, medical conditions, marital status, and religion. The conditions under which Bret was overlooked showed no mention of the criteria that would qualify as a disparate act warranting legal consultation. Unless Bret could have a legitimate reason to determine a discriminatory approach used, it would seem that Roger Friedman explains, Crystal Productions' Controller, would suffice.

However, there are clear ethical issues that would warrant a legitimate complaint. On his first day as an employee, Mr. Friedman mentioned that Bret was exactly the kind of person that he would expect to move up the ladder. In a verbal expression, Friedman explicitly told Bret that he had an opportunity to move to a higher position (DeVaro, 2016). Also, there is a particular mention of another employee who they also failed to promote. Crystal Productions might need to consider adjusting their recruitment procedures as such failures would have an adverse effect on their ability to get and retain their best talent. Failure to promote employees could result in a high turnover rate. Negative implications for a high turnover rate would include a disruption in organizational operations as new employees would need to be given an orientation on the company's runs.

2.

According to Warmerdam (2013), there are several factors that are considered by millennials or the younger generation before choosing to work for a specific organization (Amanda Warmerdam, 2013). Among the factors that are determined to play a key factor is a psychological need to feel they are in charge of their success within the organization. Gen Y would be more inclined to work for a company that gives them a measure of control over key issues within the organization, especially when such factors are pertinent to their advancement. In line with such aspects, millennial employees would be more inclined to an organization that recruits them on account of the opportunities they can gain on account of their hard work. Consideration for promotion is a motivating factor that would help in retaining younger employees. Also, internal promotions could help in attracting the best talent in the market. A company that has garnered a reputation for recruiting training and promoting employees to serve in managerial positions is likely to have an influx of employees who would intend on giving their best output (Stephenie Overman, 2016). Another attractive factor that comes with external hiring is the prospect of higher pay, which is one of the key factors that drive several prospective employees to choose to work for an organization. Even at lower remuneration packages, recruits would join if they knew they would have a higher probability of gaining attractive packages after demonstrating an impeccable service record. The hiring of employees who ascend based on their record is key to retaining employees. Companies that have a higher turnover rate on the basis of a systemic failure to promote internally face irrevocable damage to their brand, which will subsequently have an effect on the quality of recruits they can attract.

# References

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