Employment_Law.edited_2.edited.docx

by

Submission date: 27-Oct-2021 08:34AM (UTC-0500)
Submission ID: 1685574552
File name: Employment_Law.edited_2.edited.docx (12.86K)
Word count: 717
Character count: 3543

Employment Law

Name:

Institution:

Course:

Instructor:

Date:

Employment Law

Part 1

Before taking this course, I had different misconceptions, but they have changed. One of the misconceptions I had was thinking that an employer cannot give me bad reviews. I have learned that the employer has all the legal right to review my performance when asked honestly. In addition, I also thought that the employer could not fire me simply because they disliked me. I learned that it is within the employment policy that the employer can decide to terminate my employment, provided that they do not violate any sections of the statutes meant to protect me as a worker. I also learned that legal cases are challenging to prove in court once I quit my job. Employers will try to either hide occurrences or seek an out-of-court settlement with an employee. Once I quit, the employer stands a better chance of winning such a case when it goes to the courts. In such instances, it is better to remain in employment until the case concludes.

Regarding recognizing both sides of an argument, I have learned to be open and allow the other party to express their opinion. Sometimes we are fixated on our own opinions to the extent that we cannot see a better version of our argument from another party. In this regard, I have learned that it is essential to have an open mind, let other people express their views, and then make conclusions based on what they have said. People come from different backgrounds, have different life experiences, and all these factors play a critical role in shaping our thoughts, arguments, ideas, and decisions. In this regard, someone might be inclined to take a position based on their experiences, thoughts, and feelings, and they have every right to do so. One of the critical perspectives on the subject matter is that looking at both sides of an argument can help strengthen my position. I can evaluate the opposing viewpoint and judge whether I am still

pleased with my reasoning as is, or I can use the opposing viewpoint to strengthen my case while also making it easier to face those with an opposing viewpoint.

Part 2

Before taking this course, my understanding of employment law was shallow. I did not understand the employee rights as they apply in the workplace. I did not know the employer's role to ensure that employees' issues were addressed as prescribed in the statutes. Nevertheless, after taking this course, I feel well equipped to handle any employee issues. For instance, one of the critical areas I understand and feel has given me the most insight is employee rights. This is one area that I must deal with effectively to avoid any legal suits that might prove detrimental to my career.

The word "employment law" includes all aspects of the job. It could refer to anything from an employment agreement to anti-discrimination and anti-unfair dismissal legislation. The employee's rights remain an area of interest because I cannot ask employees to do something that violates their rights. For instance, I cannot ask the employee to engage in unethical practices even if they gain from their actions. I cannot also ask them to partake in dangerous work that can cause them bodily harm. Understanding employee rights is crucial to me because it prepares me to deploy my subordinates to their duties. While doing so, I must be cognizant of their rights as human beings and understand that they have the right to refuse if I ask them to partake in activities they are not comfortable doing. I understand that these rights are protected under labor relations, and I do not want to act contrary to the law and expose myself to the justice system.

Based on what I have learned from this course, I will advise human resource representatives to ensure that they take their time to read and understand employment law. In addition, sometimes, these laws are updated regularly, and it is upon human resources

representatives to ensure they keep abreast with new development while communicating the same to employees. Understanding these laws makes the work of the human resources easy, that of the employees enjoyable, and more importantly, eliminates frictions between employees, their labor representatives, and the justice system.

Employment_Law.edited_2.edited.docx

ORIGINALITY REPORT

0%	0%	0%	%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

Exclude quotes	On	Exclude matches	Off
Exclude bibliography	On		