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by W R

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Case 1

Before deciding **on** the case, several issues need to be considered first. For example, Aimee has been working in the company for several years and therefore, her work can be easily evaluated. As a manager I would consider evaluating the work performance of Aimee's previously before having a kid as well as after, this will provide an opportunity to realize the partialities of the manager. Furthermore, through understanding the work performance the efficiency of work can easily be determined by the quality of work and time management (Viswesvaran and Deniz 366). Last but not least, recognizing the completion of work is also a significant factor in getting to know how Aimee is performing on her work.

I would recommend that the manager check on the work performance and quality of Aimee's work before and after she had the baby. Thus, when the quality of work and performance is not altered then that should be one case to consider before giving promotion to someone else (Viswesvaran and Deniz 366). Furthermore, there is a need to develop an unbiased measure to provide managers with a way of evaluating their employees fairly in case of a promotion. This is because sometimes managers may be prejudiced and judge their employees based on the time, they leave their workplaces relating it with the productivity. Also, ensuring that promotion is done based on work performance and timely completion of projects would develop a culture of equality in the firm because workers will realize what managers are

looking for before promotions can take place. Finally, is the manager to focus on work performance and leave alone personal matter such as Aimee being a mother.

Case 2

Several issues that will be looked at are the company's rules and procedures for transferring employees, job descriptions in Mexico and biases in the management group.

To handle the issue well, I think there will be a need to examine the work performance of Jack and John to be able to obtain the best candidate. Similarly, an evaluation of the work requirements in Mexico is significant. Finally, taking the two individuals separately will be important rather than being concerned with the marital status, hence reducing discrimination in the management team (McFadden 9). All decisions should be done for the benefit of the company and not individuals' benefit.

Case 3

Some of the factors that must be considered in the case include Brett's communication regarding his condition to the management or during the interview process, his performance capability and biases from the manager concerning individuals with a disability.

The condition of an employee being sick and being denied the required essentials is substantial in the workers' rights (Kwan and Izabela 273). Hence, having a physical meeting with the manager and Brett will be important, in allowing the manager to deliver a report of the frequency of Brett taking nap due to migraines. Similarly, Brett should be inspired to seek therapeutic attention and take the evaluations to the manager of the condition and how it can cope with work.

Completing the assignment was not hard but it was challenging. First, I believe the situations could be controlled since managers could have developed foundational policies and expectations such as events leading to elevations, allocations and accommodations of physical and mental disabilities. Similarly, there is a need to have evidence-based activities for certain decisions to be made. More information needs to be provided for instance in such cases to understand certain scenarios and how they can be solved.

Works Cited

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