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by B J

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Equal Employment

Name

University

Course

Instructor

Date

Equal Employment

Question 1

Discrimination in workplace is exerted by US Equal Employment Opportunity Commission (EEOC). The laws safeguard employees against discrimination by age, race, sex, religion, disability and ensure equal compensation, among others (EEOC, 2021). Age discrimination against employees who are forty years and above in the workplace is forbidden by the law, prohibiting discrimination in hiring, pay or harassment because of age. In the same way, the law prohibits discrimination in work situations such as promotions, job assignments, layoffs based on the race, sex, religion or disability of an employee. EEOC enforces a very important law under Equal Pay Act (EPA), a law against equal compensation discrimination. The law requires men and women to be given equal pay for substantially equal *work* (EEOC, 2021). Equal compensation law is the most outstanding because it applies across Title VII Act, which means that a person with an EPA claim can also have a claim in Title VII if the discrimination was based on sex, race, age, religion, among others.

Question 2

Person-job fit focuses on hiring people who meet the job requirements and possess the skills required. In contrast, person-organization fit hires people who identify with the culture of the organization. In hiring employees, I believe person-job fit is more crucial than person-organization fit because skills are crucial to all, even organizational fit. An organization should focus on becoming a brand to attract candidates who already recognize the company's culture and values (Saufi et al., 2020). With this in mind, the organization only focuses on hiring the best-skilled candidates. A certain engineering company needed an employee for a managerial position, thus hiring an organization-fit candidate to drive the organization's vision. However,

the hired candidate lacked engineering skills important in relating with engineers while strategizing and training didn't seem to work. The result was a failure of the team and letting go of the manager.

References

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