



8-1 Discussion: Advice for Management and Labor

We have covered many subjects related to creating a balance between employees and management for the long-term benefit of the business or organization.

From all the readings and articles we have discussed, what are a couple of observations you have made related to activities that management could do better and that employees could do better?

In this topic, provide at least two observations/points of advice for management and two for employees. The result should be that if your suggestions are implemented, the workplace would be much better for everyone.

Format your response as follows:

Advice for Management:

- 1.
- 2.

Advice for Employees:

- 1.

To complete this assignment, review the [Discussion Rubric](#) document.

Rubrics

 [Discussion Rubric: Undergraduate](#)

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Author First Name A-Z

8-1

Adriana Ruiz posted Feb 25, 2021 11:33 PM [☆ Subscribe](#)

Hey everyone,

Advice for mangement:

1. Have a firm understanding of communication. Often time communication is considered being able to get your point across, but that's just not it. This one piece of the puzzle could make or break negotiations. This means listening to employees concerns and continuously fostering a workplace environment where open communication is valued and appreciated.
2. Understand employee rights. This is so major to me, understanding that could save you and your company from a nasty law suit. This helps to a work place where employees can come forward about issues before they get to a strike stage.

Advice for employees:

Understand what your bottom line is and stick too it BUT be flexible. I think this is especially important in the private sector. You have to be flexible because ultimately strain on the company can trickle down and become strain on employees.

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Last post **3 hours ago** by
Thomas Cohen

Week 8 - Advice

Corinna Whitcher posted Feb 23, 2021 3:43 PM [☆ Subscribe](#)

Advice for Management:

1. Treat your employees as if you were the employee. This means be fair and equal. Nothing is more creating of a toxic work environment where management sets rules for the employees but doesn't hold themselves to the same standards.

2. Be willing to work with your employees. It's important for management to be open to comprising with their employees. When employees feel that they are valued and management is willing to work with them, the employees will typical be more willing to work with management in return.

Advice for Employees:

1. Be willing to work. Sometimes employees show up just for the paycheck but are always trying to get out of any tasking or trying to go home early. In general putting forth bare minimum effort. This can negatively affect management's willingness to work with the employees and damage possibilities for growth.

2. Not everything is personal. You have to be able to take constructive criticism and listen to feedback with a positive attitude. The feedback is meant to help you improve and shouldn't be seen as a personal attack.

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Last post **Wed at 10:08 AM** by
Kimberly Howell

8-1 Discussion: Advice for Management and Labor

Danean Causby posted Feb 26, 2021 12:25 AM

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Good evening,

I also agree that this term has flown by fast!

Suggestions for making the workplace better for everyone.

Advice for Management:

1. The relationship between and employer and an employee should be more of a "give-and-take" one, compromise is key

2. Have Integrity

3. Be more consistent and be on the same page among all of the upper management

4. Have transparency
5. Recognize a job well done and give more positive feedback, not just negative all the time

Advice for Employees:

1. Develop your soft skills and have more empathy towards fellow coworkers.
2. Develop self-awareness
3. Work on professional skills, be more technologically savvy
4. Work more as a team, not just independently
5. Have principles, be responsible for your own self - do not wrongly assign blame on others
6. Have integrity

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Last post **3 hours ago** by
Thomas Cohen

Advice for Management and Labor

Erika Nickerson posted Feb 25, 2021 2:56 PM [★ Subscribe](#)

Hey Everyone,

Wow it's the last week! This term went by really quickly. I hope everyone is doing well and good luck with all your future endeavors.

Erika

Advice for Management:

1. I believe one of the best keys for management to be successful is clear and direct communication. Often I see that important information doesn't get passed on correctly or only certain pieces of information is given. If management would be up front and direct about any changes or updates with its employees there wouldn't be any misunderstandings between the two. Employees are less likely to be disgruntled about any of the updates. Sometimes management also tries to "soften the blow" and wait until they have no other choice but to make the announcement, but that's far worse. If management can keep their employees updated then they can make the necessary changes needed.
2. One thing I learned being a supervisor is to be mindful of your employees lives. I know in a larger setting this may be harder but I think it can be practiced as in general as well. I could always notice if something was off in my employees. It's not always an attitude change, it can be something like new tardies, work performance is down, and even hygiene or grooming. There are a number of things that can change, and not always overnight. It can be something that has slowly become noticeable everyone. When management cares about their employees I feel that they not only work harder for you but they're loyal and sometimes become life long employees.

Advice for Employees:

1. My first advice for employees is to use constructive criticism to better themselves and their work. Management wants their employees to learn and evolve. Even if the position you're in is only a stepping stone. Actively listen and learn everything you can, use it to grow your potential. Don't feel as though you're being picked on or that management is only seeing the bad. They really do want you to do good in your job or they wouldn't have hired you. Worse they would allow you to continue to fail if they didn't care at all.
2. My second advice for employees is to speak up when needed. Sometimes managers can be oblivious to what is going on. Put yourself in their position, most have a ton of responsibilities and a huge workload. You may even be apart of a large company. If there is something that you don't understand or need then you need to advocate for yourself.

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Module 8 Discussion

Joseph Bixler posted Feb 23, 2021 3:50 PM [★ Subscribe](#)

Advice for Management:

1. The first piece of advice I would give to management would be to put themselves in their employees shoes. When managers stop and think about how decisions and actions affect the people that work for them they may be more inclined to work towards a common ground. Reaching an agreement that benefits both parties will keep everyone happy and should result in better performance from both parties.
2. The next piece of advice would be to explain the reasoning behind decisions being made. If managers make decisions and never tell their people then employees will never understand why decisions are made. This can cause resentment and worker burnout because they are always questioning why things are the way they are.

Advice for Employees:

1. My advice to employees is to seek out knowledge as to why things are the way they are. This will help employees understand why decisions are made and thus translate to acceptance if the decision is fair. Knowledge is very powerful in the hands of an employee. If employees know that they are being treated unfairly then they can bring that to the attention of the appropriate authorities for a possible resolution.

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Last post **Wed at 10:54 AM** by

8-1 Discussion

Kimberly Howell posted Feb 23, 2021 9:03 PM [☆ Subscribe](#)

Advice for Management:

1. Communication can make a huge difference in the way your employees react. Being transparent and letting your employees way in on changes with open lines of communication can really benefit the employee/management bond.
2. Find a way to obtain a work/life balance for employees. Look at their wants and needs and see what is important to them. Some employees would rather have no overtime to be able to spend time with family while others would love the extra money. Pay attention and work with them to obtain a healthy work/life balance.

Advice for Employees:

1. Don't take everything personally. The company has rules and obligations that they need to fulfill, if you are not bidding by those rules or fulfilling those needs it's management's job to make you aware.
2. Don't be afraid to ask for what you want. If you feel something needs to change to ensure you are able to do your job correctly and efficiently, bring it to management's attention. They are not in your shoes, they do not work first hand like you, if you don't tell them they can fix it.

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Last post **yesterday at 10:03 PM** by Tiana Rivers

8-1 Discussion: Advice for Management and Labor

Lee Pulling posted Feb 23, 2021 7:18 PM [☆ Subscribe](#)

Advice for Management:

In many companies there is a clearly defined separation between management and workers and communication from management that only goes one way. When management talks only about the company and their ideas, the workers voice is not being heard or listened to and their views taken into account about decisions that affect them. Employees have the firsthand knowledge and ideas about the job and can contribute information for the overall success of the company. Better communications is probably the most repeated thing mentioned in the workplace that needs improving. I would suggest anonymous written surveys twice a year to share employee ideas and workplace experience. Management needs to respond and not just give lip service to doable suggestions.

There is a invisible divide between management and employees. Management should take the initiative to improve the relationship with the employee and develop teamwork among workers. Companies should plan and sponsor an activity outside the workplace to relax and improve company morale. An outdoor picnic where management would cook and serve the employees would be a beginning. Large companies could do this by departments. Planning and paying for a indoor sporting event would be awesome and show that management values their employees. Everyone is recognized and not just your superstars.

Advice for employees:

During the pandemic, millions of workers have been out of jobs and will be returning to a different work environment. The employee needs to stay in contact with their former employer during this time to keep informed of their job status and show their interest in returning to the employers workplace. This will keep the employee in the job game and demonstrate company loyalty to the employer. If for any reason the job goes away completely, the employee has the information needed to began a new job search.

Last year many workers shifted to working remotely and they had to adapt to new technology as a way of doing business. In order to manage your career in the future, employees need to stay up to date with changes that affect the workplace. Employees need to educate themselves further on the required new skills impacting their jobs. Enroll yourself into classes and training on the new technology and skills that will keep you employed but will also advance your career goals.

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Discussion 8-1

Nicolette Connelly posted Feb 25, 2021 7:17 AM [★ Subscribe](#)

Advice for Management:

1. Communicate effectively with employees. To me this means being honest about changes in the company whether good or bad and being forthcoming with feedback. When decisions are made that affect the company and its employees explaining the reasoning behind those decisions is an important part of respectful communication. Listening is a huge part of communication and managers need to be able to listen and value the opinions and feelings of their employees in order to create a positive working environment.
2. Be willing to work along side employees and really understand the working environment that there is at the level of the employees. This will help management assess things like work/life balance, any tensions between team members, and any areas that could be run better.

Advice for Employees:

1. Try to understand the role of management. They are there to support you so criticisms and reviews shouldn't be taken personally but should be understand as learning opportunities for you. Management is in a unique position where they need to follow guidelines of the company while also trying to meet the needs of each employee, a little understanding from both sides can go a long way toward effective communication.
2. Don't be afraid to ask for help. This applies to simple things, like asking for help understanding or completing a task, and bigger things like dealing with conflicts or needing more time on projects. If there is any concern that an employee has within their work environment it is important to feel comfortable talking to management.

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Last post **yesterday at 9:35 AM**
by Marla Muse

8-1 Discussion: Advice for Management and Labor

Robert Tanguay posted Feb 25, 2021 7:14 PM [☆ Subscribe](#)

Advice for Management:

1. Management is assuming the worse about employees before discussing their observations with them. If management were to talk to employees before making these assumptions, they may find that there is common ground to work from. It is this lack of communication is not good for the morale of the employees, either. They keep thinking that management is out to get them because of the rumors that are spread instead of having an open line of communication.
2. There needs to be not only a better line of communication, but a willingness to work together with the employees. In the end, you are all parts of a team that leads to the success of the company. Reach out to them and show them that you are there for them and not just an overseer.

Advice for Employees:

1. Don't take what management says so personally. They have their own quotas and budgets that they have to meet just like you. They are also there to do a job. Take your personal feelings out of a matter before you engage. Think about those around you and how you will reflect upon all employees. Taking things personally can affect how you see a situation and may prevent you from finding common ground and working through an issue. Look for the greater good and not just how an issue would affect you alone.
2. Communication. Both management and employees want what is best for the company as it will affect both of you. Be willing to actively listen to new policies and procedures that will be working their way to you. If you have concerns about an issue arising at the company, you

should feel free to voice those concerns. It is only by having this open communication between employees and management that progress can be made. If there is an impasse, you would have been able to work out all other details before then. This will save time, energy, and money when it comes to a negotiation process. Communication is key for both sides to keep moving forward.

-Rob

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Discussion 8-1

Robin Hannon posted Feb 25, 2021 10:03 PM [★ Subscribe](#)

I cannot believe that this is our last week.

Advice for Management:

1. Management needs to communicate with their employees. If management would communicate with their employees more there would not be as many conflicts within the workplace, these would create a better workplace environment, their employees would be more productive, it would only benefit the company. Management needs to fully understand what they are asking their employees do, this is not always the case.
2. Management needs to take the safety of their employees more, seriously, some companies do not think enough about safety. When an employer thinks more about their bottom-line, then an employee's safety, that is a problem, if you think about it, you have an employee that gets hurt, because they do not have regulated boots, you are going to be sued, attorney

fees, court costs and your insurance going up, is going to cost the company a lot more money, then making sure that your employees have the proper regulated boots.

Advice for Employees

1. Employees need to communicate with management, talk to management, tell them what would make your position easier, where improvements can be made. It is easier when you have a supervisor, that started for the company in the position that you now hold, or a position, similar to your position, if they have held the position before then they truly understand what you do.
2. Employees should not take advantage of their employer. Employees need to understand that there is overhead costs, as well as salaries, and that employee's paycheck, they should not create unnecessary overtime, if it is warranted that is one thing, but not doing your job during regular hours, so you can get overtime is not right.

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8-1

Sarah Maciag posted Feb 25, 2021 7:41 PM [★ Subscribe](#)

Union and management relationships are difficult to navigate and can often become a point of contention in the workplace. Developing a good working relationship between all employees is above all the best advice.

Advice for Management:

1. Truly successful managers will take the time to learn the positions of those that are under them, to better help the employees and themselves. Often times in labor relations an us vs. them mentality is employed, and this can be heightened when employees' complete jobs that the manager has never done themselves. Taking time to learn the job, shows your employees you want to help them and are not above doing the job also. If you are in a workplace where management cannot complete the work of labor force, ask employees to show you how they are doing the job so you can better understand. This is a show of good faith, and also allows management to see it from an employee perspective.
2. Develop a good working relationship with union representatives. When management tries their best to maintain a good relationship with their union reps it shows that they are putting in effort to keep the workplace harmonious, and enjoyable. A strong relationship allows for more open and honest communication between the two sides.

Advice for Employees:

1. Have a thorough understanding of employee policies, and the collective bargaining agreement. Often employees only know the largely publicized topics of the collective bargaining agreement, but do not know the intricacies. While it is important to know about the “trending topics” for the year, its also important to know about smaller details such as education credits, 401k matching, vacation time, tardy policy, dress code, what medical treatments afforded etc. An employee who is well versed within the CBA is more likely to take full advantage of the benefits they are afforded.
2. If you are unhappy in the workplace, work to change it. Unions were created to help create change, and bring about a better, more well-rounded work environment. If you are unhappy enact the change, become more involved in the union, attend union meetings, learn about your local union reps, run to become a union representative. Change will only come to those who work for it, and blaming management or anyone else will never help to make it better.

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8-1 Discussion

Sean Walker posted Feb 25, 2021 7:48 PM [★ Subscribe](#)

Advice for Management:

1. Listen to your employees. They are the ones that know what is going on in the field. They know what is working and what is not. Don't assume something is working because it looks great on paper or on the computer, doesn't mean it works. Listen to the employees. It will also help the business as well.
2. Be open to promoting employees that isn't just based on seniority. There is a lot of great talent out there and promoting someone just because they are been there longer isn't always the best. Do a competitive selection process, and this could also help the business in the long run as well.

Advice for Employees

1. Have respect for your management. Being respectful can go a long way. If you are not getting respect from your management, bubble it up and get it fixed, if it is possible. A lot more

can get done if respect is going on both sides.

2. Communicate to your management and the business. Communication is very important, no one will assume what is happening or what is needed if you do not communicate it.

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Last post **yesterday at 9:30 PM**
by Tiana Rivers

Thomas Cohen Discussion 1 MOD 8

Thomas Cohen posted Feb 23, 2021 4:53 AM [☆ Subscribe](#)

Advice for Management:

1. The first thing I would tell Management is to take care the people who work under them. The employees make the management looks good through the company and the a ownership will applaud them for that. The employees are the ones who make the company run. Train them to do this in black and white and there will be no issues at all.

2. The next thing I would tell Management is to reward your employees. Give them raises when it's time to and this will make them want work harder and be there on time. Employees love money. So take care of them. Also, let them know they are doing a great job. Show them you care and get to know them. Employees like to know that they have a good relationship and this will build trust.

Advice for Employee:

1. My advice to employees is to respect your management. Be on time, show results and make the company proud. Employees should also stay positive and speak up if things

not going right. You would want to make sure you have everything there is to do your job.

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Last post **3 hours ago** by
Thomas Cohen

8-1 Discussion: Advice for Management and Labor

Tiana Rivers posted Feb 25, 2021 12:42 AM [☆ Subscribe](#)

Advice for management

1. Value your employees, let them know they are needed and respected. Communicate with them and be open with what's going on within the company. Don't keep them out of the loop with the changes that are going to happen, have that open line of communication that way it won't knock them off their game when it's time to act on the changes.
2. Listen to your employees and be open to take advice and or opinions, keep in mind that employees also have a life as well and the work/life balance should be implemented. Give your employees time off to recoup and spend time with family. It is also a good idea to make sure that your employees are trained properly giving them the necessary tools to be able to succeed the job functions. Ask employees how you can better yourself in terms of being their leader.

Advice for employees

1. Follow the guidelines and policies, listen to what your employer tells you and implement the feedback into your work ethic. Maintain positive energy even if the day doesn't allow it that way the day doesn't drag. Take advantage of PTO and sick days to recoup and spend time with loved ones. When necessary provide feedback to employers and how they can better themselves when applicable.
2. Always ask for what you want or need, be attentive and focus on work. Speak with management regarding any situation you feel is detrimental, don't let anything slide because if you don't say anything nothing will ever be solved. Whenever you have a question don't hesitate to ask as it is management's job to provide and answer any questions you may have.

Respect your employer and let them see that you are a hard worker that way it pays off in the end.

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8-1 Discussion

Wendy Smith posted Feb 23, 2021 1:45 PM [★ Subscribe](#)

Advice for Management:

1. My advice for management is that they should be transparent in their communication to the employees. Be honest and be realistic and set the expectations up front and reward as needed to keep motivation. Also, Longevity is not as common anymore, but you will get better employees if you modernize your benefits. Increase PTO time, look at your benefits package, review your policies every 5 years, and training annually is essential.

2. Understand that a workweek is 40 hours, not 60. Try to staff with the goal that no one works more than 50 hours with overtime and that people need breaks and have lives. Treat your employees like they are a community, not property.

Advice for Employee:

- My advice to employees is to not assume. Do not assume that a company has it in for you. There is procedure and protocols

management must follow to do anything most of the time. So, nothing is as easy as saying the word yes or no. Also, do not be afraid to speak up. While management may not go with your idea or comment. Speaking up will get you noticed positively. Unless you are just complaining and not offering solutions to your concerns. And no two persons in management are the same.

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Last post **Tue at 7:54 PM** by Lee Pulling

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Activity Details

Task: Reply to this topic

Starts Feb 13, 2021 11:59 PM

Assessment



[Discussion Rubric:
Undergraduate](#)