[Name of the Writer]

[Name of Instructor]

[Subject]

[Date]

Practical Applications # 3

Human resource is a vital organ for any organization to function properly and achieve its goals. These goals may be short-term or long-term; human resource management plays a very crucial in the achievement of both. Human resource management (HRM) refers to the strategic approach that is adopted by various organization to effectively manage its workforce or human capital, to gain the maximum output from them and achieve its organizational objectives, efficiently and effectively.

One of the important duties or roles that human resource department plays in any organization is to keep a check and balance on the cases of misconduct. This misconduct may be in the form of harassment, disobedience, or discriminatory behavior. As an HR director, I have faced many such situations in my life and have reviewed and resolved many complaints that were related to the above-mentioned areas. Recently, I have received a complaint from a female employee of my organization regarding a serious case of discrimination.

The complaint comprised of the details about the discriminatory behavior of a senior employee against a female employee. The senior employee had been working for a long time in the company and had reached a very reputable and responsible position. It was found from the content of the complaint that the senior employee was a male and had a whole department working under him. The female employee, who complained, had raised the concern that she is facing discriminatory behavior on behalf of his manager or immediate boss. She pointed out that she had been working in the organization with the same supervisor since the last two years, but she had not been given some “meaningful” or important task to be done. She complained that she feels like her boss gives important and worthy tasks to the male counterparts of the team and does not assign her any worth working tasks or projects. The female employee informed that she had been working in the organization since the last two years and hence proven herself to be capable enough to work in all the capacities, but still her boss does not find her competent enough and her junior employees, who had joined after her and who are males, are being assigned much more worthy projects. She felt cornered and hence told that she is facing discriminatory behavior on the basis of her gender. She had not received any discriminatory remarks or any such comments but had been less worthy and not being able to showcase her complete talent.

It is a very critical situation, and as an HR Director, I would like to address this issue on the most immediate basis, because discrimination of any sort is against the policy of the company. First of all, I would like to maintain the confidentiality of the complaint and make sure that any sort of details related to the complaint, does not leak out of the HR department. The details especially comprise of the name of the participants involved in the complaint. On the second step, I would like to arrange for an investigator to check for the authenticity or the validity of the details mentioned in the complaint. It will be checked in the light of the past records and the interviews of the teammates or the people working in that department, that whether the complaint mentioned by the female employee is true or not. Then the arrangements for the resolution of the complaint will be started by the counseling of the persons involved in the process. Hence, in such a way, the complaint of gender-based discrimination from the side of a female will be resolved.