Week 10

Your Name (First M. Last)

School or Institution Name (University at Place or Town, State)

**Discussion 1**

The Americans Disability Act mitigates the discrimination between employees who are having any kind of physical and social impairment. It asserts that employees should not be treated differently in major life activities such as reading, walking, seeing sitting and communicating. However, the American Rehabilitation Act prohibits any kind of discrimination on the basis of the programs that are conducted in federal agencies. This law mitigates barriers in terms of transportation, architecture and employment (Atzeni & M, 2019).

These laws help Human Resource department to ensure a balanced and stabilized platform which can mitigate problems from employees and help them invest their abilities to play a central and qualitative role in the organization. These act as a guideline for the Human Resource Managers to let employees feel themselves as part of the organization (Atzeni & M, 2019). Within the next 10 years, these acts would be one of the strong cases that could help special or disabled employees get themselves integrated and assimilated in all organization, leaving behind any disability that could limit their potentials and skills. With the passage of time, more employee integration would occur and legal settings would be more emphasized (Atzeni & M, 2019).

Labor Union in the United States protects the common interest of workers. They fought for the interest of employees such as reasonable working hours, better wages and safe working conditions.

In contrast to Russia, the working of United States labor is more effective and apparent because acts of United States are more integrated (Atzeni & M, 2019). In Russia, the Labor Union facilitates freedom of agreement and is liable for the dissemination of information regarding vacancies for discriminated restrictions (Atzeni & M, 2019).

The labor union in France is stronger than the United States because they play a central role in organizing the big and medium companies such as reducing payroll taxes and the statutory powers of joint managers.

The Labor Union in Japan is stronger than US because of the rights and obligations to work, freedom of work association, and tenue of probation i.e., 14 days.

**Discussion 2**

If an analysis of the recent entertainment industry is to be done, one company's success overshadows all. The company is Marvel, who at one time was in such financial ruin that it had to sell its characters to other studios in order to stay afloat. This company is the prime example of a company who has done a total turnaround and achieved great success. Marvel comics had always been a major player in the comic book industry with great characters such as Captain America and Spiderman being its top seller, but during the '90s, the comics market crashed and with it, the financial stability of Marvel started plummeting heavily. (Stewart, et al. 2019). In order to get out of such a stink, Marvel focused more on its movies rather than its comic books. This restructuring was not only beneficial but was extremely profitable for the company in the larger sense. Its idea of forming a cinematic universe of it comic’s book characters revolutionized how comic book films are to be made and gave struggling actors to achieve great heights of stardom (Stewart, et al. 2019).

Several changes and developments are taking place in HR such as employee focus, diligence in organizational framework such as harassment, diversity and workplace conflict taking into account the role of social media. Moreover, employees are directly on the board of an organization (Stewart, et al. 2019). It is found that now a days, organization are actually dealing with human resources directly, such as dealing with employee expectation and rearranging the goals. Within the next 10 years, the changes would be talent acquisition in employment and enhancing the experience of employees within the company. Moreover, developments also go hand in hand, such as the incorporation of digital human resources and provision of dynamic, modern and network organizations (Stewart, et al. 2019).

References

Atzeni, M. (2019). Alternatives to State-Socialism in Britain. Other Worlds of Labor in the Twentieth Century. Ed. by Peter Ackers and Alastair J. Reid. Palgrave Studies in the History of Social Movements.] Palgrave Macmillan, London2016. xvii, 354 pp.€ 96.29. (E-book: € 74.96.). *International Review of Social History*, *64*(1), 153-156.

Stewart, G. L., & Brown, K. G. (2019). Human resource management. Wiley.