Case Analysis

[Name of Student]

[Name of institution]

 **Problem Statement**

 The manager at Yelp was a part of gender discrimination treating employees differently from others on the basis of their backgrounds.

**Facts**

 There is a set procedure for hiring engineers in the company who come from various colleges. Employees were worried because they thought they were handled differently by their managers at workplace due to their backgrounds, and it also restricted their ability to perform their duties in a 100% fashion.

**Analysis**

 It is very hard for managers to manage a workforce from different backgrounds because they tend to favour those people who have similar backgrounds to them. This creates a sense of favouritism in the workplace and makes many employees demotivated. One solution to this situation may be that there are clear ethical principles which prohibit managers from differentiating people based on anything other than their work performance. A second solution is to outsource the hiring and selection process so that people hiring individuals will not have anything to with them in future. The ethics code will take time to be developed and implemented, and the company may have to fire some employees in case they do not follow the code properly. This will increase costs for a firm in the short run but will make sure that nobody breaks the codes in future. Outsourcing may not result in hiring the best and the most appropriate employees.

**Final recommended solution**

 Organization should immediately outsource all activities related to hiring and recruitment so that nobody knows the background of people hired. This will also make sure that nobody is able to affect the hiring process from inside the organization. It has to be made sure that organization communicates properly with the outsourcing company so that suitable employees may be hired for work. Company can specify some particular engineering schools from where the company wishes to hire.