The industrial revolution

WITH THE DEATH TOLL RISING SOMETHING NEEDED TO BE DONE
EARLY UNIONS FAILED DUE TO MANY INTERNAL AND EXTERNAL FACTORS

SAMUEL GOMPERS

LAWS PASSED IN THE 1930’S HELPED WEAK UNIONS BECOME A STRONG FORCE

F.D.R
THREE MAJOR GROUPS TODAY

- AMERICAN FEDERATION OF LABOR
- CONGRESS OF INDUSTRIAL ORGANIZATIONS
- CHANGE TO WIN FEDERATION
BENEFITS FOR EMPLOYEES

- 10-30% HIGHER WAGES THAN NON-UNION WORKERS
- THEY HAVE STRENGTH BY NUMBERS
- JOB SECURITY
- BETTER HEALTH AND OTHER BENEFITS
- EMPOWER THEM TO SPEAK HOW THEY FEEL
DISADVANTAGES FOR EMPLOYEES

- PAID DUES OFTEN OFFSET HIGHER WAGES
- UNION LEADERS MAY GET PAID TOO MUCH
- ALLOCATION OF FINANCIAL RESOURCES
- EMPLOYERS TRUST AND FAVOR NON-UNION EMPLOYEES MORE
- THE SUPERVISORS TURN INTO A BOSS FIGURE
- NO INDIVIDUALIZATION - YOU DO AS THE GROUP DOES
ADVANTAGES FOR EMPLOYERS

- LESS EMPLOYEE TURNOVER
- EASIER TO DISCIPLINE EMPLOYEE
- EASIER TO COMMUNICATE WITH EMPLOYEES
- EASY TO FORECAST BUDGET PLANS INTO THE FUTURE
DISADVANTAGES FOR EMPLOYERS

- HIGHER WAGES
- STRIKES
- DECREASED HR INFLUENCE
- MORE LAWSUITS
- OTHER COSTS ASSOCIATED WITH KEEPING THE STANDARD
HOW CAN THE HUMAN RESOURCE DEPARTMENT HANDLE UNIONS?

- Unions lack an HR function and is truly hurting them and their credibility.
- Unions need to work more closely with the employer to implement clear standards.
- They can set up performance management systems.
- Offer more sought after benefits.
CITATIONS

http://www.ehow.com/about_5435574_labor-union-advantages-employer.html
http://www.flexstudy.com/catalog/schpdf.cfm?coursenum=95017