

Unit 2: Employers/Employee relations

Time needed to complete unit:

3 hours

Why is this important to know?

Educators and extension professionals have to be aware of the fact that the success of the new employees in the workforce is dependent on the types of working relationships that are developed with employers. It is important that new employees and employers develop good working relationships in order to maximize the full benefit of the working relationship.

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1. Identify issues that may affect new employees and employers relationships.
2. Determine the issues that need to be addressed that will enhance understanding and improve the relationships between employee and employers.
3. Develop plan and strategies to address the issues to increase understanding between employees and employers and improve their working relationships.

Exercise: Issues in employers/employees relations

What are the issues that can affect employers/employees relations? Can these be discussed openly?

What issues need to be addressed that will enhance understanding and improve the relationships between employees and employers?

What plan and strategies can be developed that need to address issues that will enhance understanding and improve the relationships between employees and employers?

- Use information from Module VIII- Country as People- Workplace cooperation and partnership
- Use information from Module II. Assessing Strengths and Opportunities of a Cultural Community

<http://www.bcs.uni.edu/idm/newiowans/PDFDocument/Manager%20Training.pdf>

Biases of Employers/Employees

Educators and extension professionals have to be aware of and be able to recognize biases that exist between employees and employers. Identification of personal and institutional biases will help new employees and employers in understanding of how these may affect their interactions and relationships. Reducing and/or eliminating biases will help the new employee/employers build better relationships and will result in improvement of their performance and overall workforce productivity.

1. Identify personal and institutional biases that will impact new employees and employers relationships and understanding.
2. Determine the personal and institutional biases issues that need to be addressed that will build trust and improve the relationships between employee and employers.
3. Develop plan and strategies to address the personal and institutional biases to increase understanding between employees and employers and improve their working relationships.

Exercise: Biases of Employers/Employees

What personal and institutional biases can affect employers/employees relations/understanding?

What personal and institutional biases need to be addressed that will enhance understanding and Improve the relationships between employees and employers?

What plan and strategies can be developed need to address personal and institutional that will enhance understanding and improve the relationships between employees and employers.

Cultural work ethics of new workers

New employees may be from a different culture and have a different attitude toward work employees may not be to the work ethics of the USA. Educators and extension professionals have to be aware of and be able to recognize the different personal and cultural work ethics of new workers and gain an understanding of how these may affect the of these new workers to be integrated into the workforce. Identification of personal and cultural ethics will help educators and extension professionals in providing the information that will serve new employees and employers better. Enhancing better understanding between new workers and employers will improve their interactions and relationships.

1. Identify personal and institutional cultural work ethics that will impact new employees and employers relationships and understanding.

2. Determine the personal and institutional cultural work ethics that need to be addressed that will promote understanding and improved relationships between employee and employers.
3. Develop plan and implement strategies to address personal and institutional cultural work ethics and increase understanding between employees and employers and improve their working relationships.

Exercise: Assessing cultural work ethics of new workers/employers

What personal and institutional cultural work ethics can affect employers/employees relations/understanding?

What personal and institutional cultural work ethics need to be addressed that will enhance understanding and improve the relationships between employees and employers?

What plan and strategies can be developed need to address personal and institutional cultural work ethics that will enhance understanding and improve the relationships between employees and employers?

- Use information from Module VIII- Country as People- Workplace cooperation and partnership

Exercise: Assessing Expectations of Employees and Employers

New workers from various cultural backgrounds have to be aware of the expectations of their employers. The institutional priorities/values that employers have of new workers are very important and new workers should be made aware of what the employers expect of them. This is extremely important and can determine how new employees will perform and how successful they will be. Cultural practices and acknowledgement of the benefits to be gained from addressing the priorities and values can be the difference between success and failure.

What are the personal and institutional expectations do employers have of employees on the job?

What are personal and institutional expectations do employees have of employers?

What plan and strategies can be developed to address personal and institutional expectations of employees and employers?

What are the institutional priorities/values do employers have for employees on the job?

Are institutional priorities/values match with those of employees?

What plan and strategies can be developed to address priorities and values of employees and employers?

Awareness of Cultural differences in the Work Environments

New workers are from various cultural backgrounds and educators and extension professionals have to be aware and be able to recognize the cultural differences of new employees in order to be successful in provide the needed assistance in integrating them into a workforce that is competitive and interdependent. A good understanding of cultural practices and acknowledgement of the benefits to be gained from a diverse will enhance the educators and extension professionals' abilities in providing the services to the new clientele population. In order to address the differences, educators and extension professionals must be willing to work to create an environment that enhance awareness and sensitivity to the issues and challenges the various communities. Individuals and organizations must participate in planning and implementing programs with new employers that are geared toward understanding cultural differences.

1. Discuss cultural perception/misconceptions.
2. Strategies to overcome/address perception/misconceptions.

Exercise: Awareness of Cultural Differences in the Work Environments

What are some cultural perceptions/misconceptions you can identify?

Have participants list various conceptions

Evaluate and discuss conceptions

What are some potential effects of cultural perceptions/misconceptions you identify?

Exercise: Building Awareness of Cultural Differences in the Workplace

Suggest different methods they can use to address the cultural differences

Evaluate and discuss different methods they can use to address the cultural differences

What strategies can be developed to overcome/address perceptions/misconceptions?

Assessment of cultural competence of employers/managers/owners/human resources personnel

Potential effects of cultural competence of employers /managers/owners/human resources personnel

Development of cultural competence training for employers/managers/owners/human resources personnel