**Unit 4 Individual Project**

**INSTRUCTIONS:** To receive credit for the Unit 4 Individual Project (IP), choose the correct response by placing an “X” next to your answer for each of the three questions. Save this document, and then upload it to your Submission area.

To complete this (IP), first watch the following video about human resources and labor relations (GreggU, 2018):

<https://youtu.be/L9YbK8rjh6s>

Then, review the following scenario:

A unionizing event has occurred at a distribution center for an online retail corporation. Employees are unhappy with disrespectful and unequitable treatment within this organization. An employee vote was taken, and the union now represents the new union members.

With the knowledge that you have gained from both the video and the scenario, please answer the following questions:

1. What is a benefit of [positive labor relations](https://www.linkedin.com/pulse/7-top-benefits-great-labor-relations-jason)?

\_\_\_\_\_A. Employee loyalty is one of the benefits because employees like a harmonious environment. Growth and development of employees can build positive relationships. Employees then have enhanced motivation.

\_\_\_\_\_B. Employees may move to different companies. They generally do not like the environment because it is toxic. Employees often ignore policies because they are unfair.

\_\_\_\_\_C. Companies generally do not have any interest in their employees. It is all about the profit. The company’s sales are lower because of low motivation.

1. Why would employees want to join a union?

\_\_\_\_\_A. Joining a union gives employees a unified voice on the job. Unions help encourage workers and management bargain together. This can result in better pay and benefits.

\_\_\_\_\_B. Some unions have a reputation for poor employee performance. Employees generally try to work against the union. Employees are rarely offered seniority.

\_\_\_\_\_C. Unions reduce the competitive advantage of a company. Profits are not sold to unions. Instead, the union members work to maintain a high level of turnover.

1. Why would employees avoid joining a union?

\_\_\_\_\_ A. Employees may experience a loss of their individuality. Union policies can be restrictive to employees. Employees may have a high cost for union dues.

\_\_\_\_\_B. Employees have a great comfort level with unions. Unions protect the employee’s best interest. Unions use collective bargaining to support employee rights.

\_\_\_\_\_C. Unions protect and fight for safe working conditions. They help to support policies for employee overtime. Unions also help management to understand employee needs.

**References**

Greer, J. (2018, September 17). *The 7 top benefits of great labor relations*. LinkedIn. <https://www.linkedin.com/pulse/7-top-benefits-great-labor-relations-jason>

GreggU. (2018, October 9). *Why employees unionize* [Video]. YouTube. <https://youtu.be/L9YbK8rjh6s>