

Wrongful termination

- Refusing to break the law, retaliation for discrimination claim, taking parental leave, not following own rules/ policies, for reasons not included in contract.

Discrimination in Australian recruiting

- Human Capital Lens assumes equal treatment in recruitment based upon skills (qualifications, experiences, knowledge)
- Fails to consider organisational factors:
 - Client ethnicity
 - Management style
 - Restricted job specification

Workplace health and safety (WHS)

- Legislation, policies, acts, practices, and processes aimed at protecting all workers from injury and death in the workplace:
 - Machines
 - Confined spaces
 - Noise
 - Temperature extremes
 - Toxic environments
 - Psychological stress
 - Bullying
 - Burnout
 - Sexual harassment

Role of Unions

- Unions
 - An association of wage earning employees mobilised organised in order to represent its constituents interests
 - Main roles: negotiation and assistance of members
- Historical contributions
 - Overtime pay
 - Reduced work hours
 - Holiday leave
 - Paid maternity/ paternity leave

Critical Perspectives

Managing Resources

- Natural
- Energy
- Financial
- Technological
- Informational
- Online
- Human?

Hard and Soft: Rhetoric VS Reality

- Different assumptions but same objective
 - Control through monitoring or
 - Control through commitment (soft power)
- Common principal is the utilisation of HR to achieve organisational objectives
- Common idea here is to use people to meet business goals either way

Conscious capitalism and positive psychology

Conscious Capitalism at WholeFoods

- Recruit for 'calling' work orientation
 - Job orientation (work for extrinsic rewards)
 - Career orientation (work for promotion)
 - Calling orientation (work to contribute to higher purpose/meaning)
- Egalitarian benefits
- Health and wellness
- Recruit employees that have a healthy food orientation healthy lifestyle and are passionate (calling ' orientation share the mission and values of the business a healthier environment and world
- Recruit people who are passionate
- Much higher retention rate

Positive Psychology: Strengths

- Positive psychology response to DSM
 - Common language
 - Standard definition
- Values in Action (VIA) project
- Study world wisdom for virtues:
 - Major religions (east and west)
 - Philosophies
 - Popular culture