

MGT610
Assignment 1 Fall 2022

Question # 1:

Considering the fact that Susan did not pass the physical ability test, was it a sufficient justification for firing her? Discuss with rationale. (3 marks)

Answer:

No, it was not sufficient justification for firing her from job ignoring her duties for eight months which she has done without any injury and damage to the company. It was a total discrimination because physical ability test never been conducted on male drivers recovering from injuries. It was done with her because she was a woman.

Question # 2:

Was there any discrimination Susan faced during her job and the hiring process? Justify your answer with at least one example from the case study in either way. (3 marks)

Answer:

As we have studied in our lectures in a case study where in an office a seat was reserved for a disable person but there a healthy and strong person was required because the job was tough. Same is the case with Susan, the pickup and delivery job was tough for her but she has done it for eight months without any injury or performance problem. But there was a discrimination when she was put on probation for one hundred and twenty days however no male driver has to go through that probation period. Also, there was a discrimination when she has to go through physical ability test after resuming her duties after recovery from injuries. On the other hand no male driver never went through this physical ability test.

Question # 3:

If you think firing Susan was unjust discrimination, then was it individual or institutionalized discrimination? Explain your answer. (4 marks)

Answer:

Obviously it was an unjust discrimination. In my opinion it was an individual discrimination. Setting aside her eight month performance, she was fired just because of a physical ability test which was never conducted for male drivers recovering from injuries. It was rarely conducted while hiring new people. She had rich experience of six years as a Line Haul driver. She also has experience of eight months as Pickup and Delivery driver. It was an individual and unjust discrimination.