BSG 302: Organizational Behavior

Case Analysis Two

This case analysis carries 12 marks and is due in class on Monday January 7, 2013. For the weekend class, the case analysis is due on Friday January 4, 2013.

**Instructions**:

1. Submit the assignment on time in class, not in the office;
2. late submissions will lose 3 marks for each day after the submission date;
3. Submit a hardcopy; email submissions are not accepted;
4. Submit the assignment in class; office submissions are not accepted.
5. Do your own work; do not copy from classmates. Any two or more assignments that are exactly the same will each get a **zero grade**.

Wal-Mart is the world’s largest employer with 1.9 million workers worldwide. Although the company’s leaders pride themselves on creating jobs, providing decent working conditions and pay, and treating individuals with respect, many Wal-Mart employees accuse the company of widespread gender discrimination and violating worker rights to unionize. Wal-Mart is the target of a pending class-action lawsuit in California claiming it pays women far less than men and promotes fewer of them at a slower rate. Wal-Mart is attempting to delay action on the lawsuit which makes it more expensive and time-consuming for the plaintiffs to pursue. The company is also accused of various illegal or unethical tactics to discourage unionization of its employees, including discipline up to termination for employees who even show an interest in unionization. Unions criticize Wal-Mart for its anti-union tactics, low wages, and lack of health insurance for many employees.

**Case Analysis Questions**

1. Describe one example of how Wal-Mart appears to have violated workers’ right to distributive justice.

2. Describe one example of how Wal-Mart appears to have violated workers’ right to procedural justice.

3. Choose one of Wal-Mart’s actions mentioned in the case. In your opinion, who is hurt most by this action? Who benefits most? Use the answer to those two questions to determine whether the action is ethical or not. Explain your reasons.