Mr. Shyam was a management trainee in a large insurance agency. He had been employed 15 months and a half beforehand and was just now in the last phases of the system. His present task was in one of the extensive branches the organization had in an urban focus. The majority of his work included experience investigation of the numerous vast strategy serviced overhauled by this branch. Mr. Agarwal, the branch manager had said the likelihood of a changeless task to the branch when the preparation time frame was finished. Mr. Shyam responded positively, since he respected Mr. Agarwal, and they got along well. During a recent audit Mr. Agarwal let him know that he was the best learner in the branch since he had been in charge. Normally Mr. Shyam was satisfied with his compliment and anticipated the guaranteed changeless task.

An opening created at the branch when one of the senior analyst was transferred to organization headquarter. Despite the fact that Mr. Shyam had not completely finished the preparation program, Mr. Agarwal, offered him the position, supposing him completely fit the opening. He acknowledged and was told by his manager that the formal solicitation was going into the headquarters personnel department that day and he ought to be prepared to move into the employment in two weeks, when the officeholder's transfer was to occur. Mr. Agarwal went to the organization's headquarter the following day for a meeting with his superior. Over the span of the discussion Mr. Agarwal was told about the organization's action plan regarding future development, which they were required to record under fair employment practice legislation. Mr. Agarwal’s supervisor went ahead to say that the organization needed to promote more women to responsible positions, and since there was an opening in Mr. Agarwal’s branch they were going to support a young woman in the training programme to fill the opening. This woman had just been with the organization 10 months and still had a significant learning period to confront.

Mr. Agarwal was floored and advised his supervisor of the offer to Mr. Shyam and its acknowledgment. The boss declined to listen and said that adherence to the action plan was vital, since the organization's record was not exactly alluring in the range of equivalent occupation opportunity. Mr. Agarwal asked what he was going to tell young Mr. Shyam, and the supervisor answered, "Let him know not to worry he'll get the next opening". "Why, all we are doing is rehearsing reverse discrimination and not giving careful consideration to qualifications either" said Mr. Agarwal,"That is about it" the boss answered.

Questions

- Should an organization practice reverse discrimination to agree to social equality enactment?
- What are the moral arguments pro and con for affirmative action program to reverse discrimination?

References


