



Arjuna Trading Company

Arjuna Trading Company is an engineering concern and has 150 branches spread in ten states. The establishment has over 8,000 employees including 1,300 officers. Though with branches in different cities the company has a common seniority both for officers and workmen.

The organization encourages sports and sportsmen and has number of teams participating in various local and state tournaments. The company also has individual officers and workmen participating in different tournaments in games such as Tennis, Badminton, Table Tennis, and Chess etc.

One of the middle level officers of the company won the state title, then the national title and then an international title in lawn tennis. The company was proud of this employee and gave him every facility to develop himself. When the officer won a triple crown in All India Championship and also two international prestigious tournaments in one year, the local chief manager promoted him straight five ranks. Normally, for his colleagues it would take about 14 years to reach that level and that too after passing examinations and interviews.

It so happened that one of the workmen has also obtained position in state basketball team and had potential of representing himself at the National Level.

The trade union operating in the establishment congratulated the management for promoting the officer and requested it to show a similar gesture to this workman who had reached this level in spite of his poor circumstances and unfavorable conditions. The union hoped that the management would promote the workmen also five ranks above as done for the officer.

Questions:

- Evaluate the decision of the management.
- What would be your decision in so far as the request of the Union is concerned?



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