

**Writing Assignment 1**  
**Due: October 2, 2018 – 5:55 p.m.**  
**15 Points**

Please read the attached scenario. Your assignment is to:

- (1) Identify and explain the justice issues that Alex is facing at his new store. Also identify and explain the possible justice issues, Alex could face.
  - (2) Make recommendations as to how Alex should fix these issues. Explain how these recommendations would fix these issues.
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Your assignment should be limited to the justice information contained in Chapter 2 (pp 37-47) and the facts of the scenario. Please answer the questions I ask. Do not use any other information except the information from the justice section of the chapter and the scenario. **DO NOT JUST COPY THE INFORMATION FROM THE BOOK.** Integrate the facts in your answer. For example a bad answer would be Alex is facing a distributive justice issue because X employee is not being paid fairly. This is basically repeating the definition. A better answer would explain why the employee is not being paid fairly based on the facts of the case.

**Requirements:**

- **Format** - This assignment should not exceed 2 pages (double spaced, 12 point type, 1 inch margins, Times Roman Font) excluding any title page, references and appendices. I will stop reading and grading at the end of the second page. If you do not follow format requirements, I will reformat by changing the type, margins and the spacing. However, I will not make any other changes to ensure that the page requirement is met. For example, I will not remove extra spacing between paragraphs. I will not make any attempt to calculate how much space footnotes are utilizing. **In addition, you will lose 4 points if you fail to follow the formatting instructions. No Exceptions!**
- **Headings** – Use them.
- **Submission** - The case should be submitted through Canvas. I will not accept assignments in class (the assignment would be late and I do not accept late assignments). I will not accept the assignment through email. The assignment is due October 2, 2018 by 5:55 p.m. (note that this means if you submit your paper 1 second after 5:55p.m., it is late). **Late assignments will not be accepted. No Exceptions!**
- **Grade** - Your grade will be based not only on your (1) ability to answer the questions, (2) your written communication skills, and (3) your ability to follow instructions.
- **No Collaboration** - This is an individual assignment. ANY Collaboration will be considered a Violation of the Code of Conduct and will lead to an “E” in the class.

Alex Grant recently graduated from college and is excited to be starting his first job as a store manager for The Grocery Cart, a large supermarket chain. The company has a very good management training program, and it is one of the fastest growing chains in the nation. If Alex does well managing his first store, there are a number of promising advancement opportunities in the company. After completing the store management training program,

Alex met with Regina Hill, his area supervisor. She informed Alex that he would be taking charge of a medium-volume store (\$250,000 in sales/week) in an upper-class neighborhood. This store had been operating without a store manager for the past six months. The store had also not made a profit in any of the monthly financial reports for the last year.

Hill also shared the following information with Alex: Because the store has been without a store manager for the last six months, the assistant manager (Drew Smith) has been in charge. Drew is known for being highly competent and a solid performer. However, there have been complaints that he is frequently rude to employees and insults and ridicules them whenever they make mistakes. Turnover among sales clerks and cashiers at this store has been somewhat higher than in other stores in the area. The average pay of clerks and cashiers is \$7.25/hour. The last two semiannual inventories at this store showed significant losses. There has been a large amount of theft from the store stockroom (an area where only employees are allowed). Given that the store has generally done well in sales (compared with others in the area) and that most expenses seem well under control, Hill believes that the profitability problem for this store is primarily due to theft. Therefore, she suggested that Alex's plans for the store should focus on this priority over any others.

When Alex arrived for his first day of work in his new store, he saw that Drew was in the process of terminating an employee (Rudy Johnson) who had been caught stealing. Alex immediately went to the break room of the store where the termination interview was being conducted to learn more about the situation. Drew informed Alex that Rudy had been a grocery clerk for the past six weeks and that he had apparently figured out how to tell if the alarms to the stockroom doors were off. Rudy would then open the back stockroom doors and stack cases of beer outside the store to pick up after his shift. After Drew caught Rudy doing this, Drew had a conversation with one of his friends who works as a restaurant manager down the street. Drew's friend noted that he had hired Rudy a few months ago and that he'd been caught stealing there too.

Turning to Rudy, Drew asked, "So, Rudy, what do you have to say for yourself?" Rudy quickly replied: "Look here, [expletive], you don't pay me enough to work here and put up with this garbage. In fact, you're always riding everyone like they're your personal servant or something. So I was trying to get some beer. I've seen you let stockers take home damaged merchandise a dozen times. So just because they cut open a box of cookies, which we all know they do on purpose, they get to take stuff home for free. For that matter, we've all seen you do the same thing! I've never seen you make a big deal about this stuff before. Why can't I get a few cases of beer? What's the big deal?"