HRA330 - Module 3 Case Study

Scenario
Joe Petersen worked at a local automobile dealership. He was 57 years old and suffered from arthritis. His boss, Joann Demeter, has Joe working in the Shipping, Receiving and Inventory section. This section of the dealership is quite small and much of the storage of bulk material is off located in another building, in an upstairs section with low ceiling beams. The area has no climate control. Joe is repeatedly tasked to carry up to 300 cases of oil filters up the stairs to the storage area in temperatures that often exceed 100 degrees F. Joe finally tells Joann that he cannot carry such large numbers of items up to the overly hot area any more. He refuses because of the pain it causes his ankles, knees and hips. He also states that the excessive heat is debilitating and he fears heat exhaustion or stroke. Ms. Demeter threatens to fire Joe. They both decide to go see the dealership manager with the HR representative present.

Assignment
Explore all the theoretical aspects of the case. Your two-page report should address all the aspects that HR and Management need to consider. Please consider all reasonable possibilities.

You may use your textbook as a reference. Remember to use APA format for in-text citations.

Submit this assignment to the Dropbox and Turnitin.com no later than Sunday 11:59 PM EST/EDT.