

MANAGEMENT PREROGATIVES

Management prerogative:

- An exclusive and special right, power or privilege granted to business owners.
- Property right attributed to the owner of a business establishment

Par.4, Sec. 3, ART. XIII, Philippine Constitution: "The state shall regulate the relations between workers and employers, recognizing the x x x right of enterprises to reasonable returns of investments, and to expansion & growth."

ART. 428 of the Civil Code: • "The owner has the right to enjoy and dispose of a thing, without other limitations than those established by law."

The owner of a business establishment has, among others, the right to control or direct its business, the right to its fruits and the right to dispose the same, subject to the regulations of the police power of the state.

Example.

When an owner of a business enterprise, after operating a profitable business for several years and decides to close the same for he is already tired of doing business and wants to travel abroad for vacation, absolutely, he CAN CLOSE the business. However, he is obliged to pay separation pay to workers as mandated by law. (Art. 283, Labor Code.)

Most common Management Prerogatives

The Right to Hire

The Right to Dismiss (Fire/Terminate)

The Right to Transfer

The Right to Promote and Demote

The Right to Discipline

The Right to Lay Down Policies

The Right to Establish Working Hours

The right to Organize and Reorganize

The Right to Reasonable return on investment;

The Right to Expansion and Growth

The Right to HIRE

The company has the exclusive right to purchase labor from any person whom it chooses. Thus, the transferee in good faith of a business establishment has no obligation to absorb employees of the transferor and to continue on employing them. (MDII Employees Association vs Presidential Assistant on Legal Affairs, 79 SCRA 40)

There is no law which requires the purchaser to absorb the employees of the selling corporation. As there is no such law, the most that the purchasing company may do, for purposes of public policy and social justice, is to give preference to the qualified separated employees of the selling company, who in their judgment are necessary in the continued

Contract Of Employment And Management Prerogatives

David Baud



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Contract of Employment and Management Prerogatives Dr. Harish Chander,1993 Labour Law in Norway Henning Jakhelln,Kristine Fremstad Moen,Mårten Brandsnes Faret,2019-12-13 Derived from the renowned multi volume International Encyclopaedia of Laws this monograph on Norway not only describes and analyses the legal aspects of labour relations but also examines labour relations practices and developing trends It provides a survey of the subject that is both usefully brief and sufficiently detailed to answer most questions likely to arise in any pertinent legal setting Both individual and collective labour relations are covered in ample detail with attention to such underlying and pervasive factors as employment contracts suspension of the contracts dismissal laws and covenant of non competition as well as international private law The author describes all important details of the law governing hours and wages benefits intellectual property implications trade union activity employers associations workers participation collective bargaining industrial disputes and much more Building on a clear overview of labour law and labour relations the book offers practical guidance on which sound preliminary decisions may be based It will find a ready readership among lawyers representing parties with interests in Norway and academics and researchers will appreciate its value in the study of comparative trends in laws affecting labour and labour relations

Labor Relations Reference Manual, The Law of Labor Relations ,1983 **Current Issues in Labour Relations** Alan Gladstone,Russell Landsbury,Jack Stieber,Tiziano Treu,Manfred Weiss,2019-07-08 No detailed description available for Current Issues in Labour Relations *Indian Journal of Industrial Relations* ,1993 **Labor Relations Reference Manual** ,1991 Vols 9 17 include decisions of the War Labor Board *Equal Employment Opportunity Commission V. County of Calumet* ,1981 **An Economic Analysis of the Management Prerogative Issue** Craig Joseph Richmond,1960

Government Employee Relations Report Number 877 Summary September 1,1980 The Bureau of National Affairs,1980 New York Court of Appeals. Records and Briefs. New York (State)., **International Union United Automobile, Aircraft and Agricultural Implement Workers of America, Local 391 V. Webster Electric Company** ,1961 Resources in Education ,1986 *National Public Employment Reporter* ,1992 Government Employee Relations Report ,1985 **Biennial Report** Washington (State). Legislature. Public Employees Collective Bargaining Committee,1969 **Policing In America** Larry K. Gaines,Victor E. Kappeler,2010-04-07 This comprehensive text provides an overview of law enforcement topics integrating major empirical findings and theory based research findings in the field with a thorough analysis of contemporary policing problems The issues oriented discussion focuses on critical concerns facing American police including personnel systems organization and management operations discretion use of force culture and behavior ethics and deviance civil liability and police community relations A critical assessment of police history and the role politics played in the development of American police institutions is offered Globalization terrorism and homeland security are addressed Video links provide additional coverage of topics discussed in the text Now in full color with color

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Table of Contents Contract Of Employment And Management Prerogatives

1. Understanding the eBook Contract Of Employment And Management Prerogatives
 - The Rise of Digital Reading Contract Of Employment And Management Prerogatives
 - Advantages of eBooks Over Traditional Books
2. Identifying Contract Of Employment And Management Prerogatives
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Contract Of Employment And Management Prerogatives
 - User-Friendly Interface
4. Exploring eBook Recommendations from Contract Of Employment And Management Prerogatives
 - Personalized Recommendations
 - Contract Of Employment And Management Prerogatives User Reviews and Ratings

- Contract Of Employment And Management Prerogatives and Bestseller Lists
- 5. Accessing Contract Of Employment And Management Prerogatives Free and Paid eBooks
 - Contract Of Employment And Management Prerogatives Public Domain eBooks
 - Contract Of Employment And Management Prerogatives eBook Subscription Services
 - Contract Of Employment And Management Prerogatives Budget-Friendly Options
- 6. Navigating Contract Of Employment And Management Prerogatives eBook Formats
 - ePub, PDF, MOBI, and More
 - Contract Of Employment And Management Prerogatives Compatibility with Devices
 - Contract Of Employment And Management Prerogatives Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Contract Of Employment And Management Prerogatives
 - Highlighting and Note-Taking Contract Of Employment And Management Prerogatives
 - Interactive Elements Contract Of Employment And Management Prerogatives
- 8. Staying Engaged with Contract Of Employment And Management Prerogatives
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Contract Of Employment And Management Prerogatives
- 9. Balancing eBooks and Physical Books Contract Of Employment And Management Prerogatives
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Contract Of Employment And Management Prerogatives
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Contract Of Employment And Management Prerogatives
 - Setting Reading Goals Contract Of Employment And Management Prerogatives
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Contract Of Employment And Management Prerogatives
 - Fact-Checking eBook Content of Contract Of Employment And Management Prerogatives
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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