

Discussion Board 1

Student name

Institution



Employee relations are one of the key determinants of how well an organization performs. Good performing organizations have effective employee relations. Effectiveness of such organizations is determined by the extent to which they are able to staff, train and motivate employees as well as evaluate processes. This study focuses on the differences in employee relations of employees working in traditional business settings as compared to those working in a religious ministry

Staffing function includes the recruitment, selection and hiring of employees to fill particular positions in the organization. Unlike the traditional businesses where the focus is on mere productivity and rationalism, the Christian thought requires that such ministries integrate scripture and theology in their relations with employees (Anthony, & Estep, 2005). The staffing process thus calls for the organization to base such staffing on employee competence as well as the conceptual bible thinking skills. Unlike in traditional businesses, staffing process in Christian ministries calls on focusing on employees not only as resources for generating income to the organization but also as participants in ministry's endeavor. The staff is trained to carry out responsibilities systematically based on the biblical occurrences such as creation where God systematically created the universe (Anthony, & Estep, 2005). Ministry staffing goes beyond possession of skill, to include hearts that seek the lord. This is evident in the selection of Bezal and Oholib by Moses, in building the temple. The duo not only had skills in arts and crafts, but also had hearts that were after the lord.

Training refers to the process of engaging employees in learning,

whether internally or externally with an aim of enhancing their skills as well as acquiring new skills. This is aimed at enhancing their performances in the group. In the traditional setting, the training is aimed at boosting performance to the benefit of the organization. On the other hand, the focus in Christian ministries is on making the staff better participants in their pursuit of eternal life as a group since the Christian ministry is a corporate body rather than individual efforts alone (Anthony, & Estep, 2005).

Motivation refers to the process of increasing employees' willingness to perform. Motivation can either be extrinsic or intrinsic. Motivated employees perform better than employees who are not motivated. In traditional organizations, the motivation is usually derived from material rewards and nonmaterial rewards such as recognition. These rewards are equally provided in ministries, but coupled with the understanding that failure to do what is right is subject to God's discipline. Ministries motivate people through appreciation and showing of selflessness, humility and love.

Evaluation refers to the progress that employees have made in performance of their duties. It shows the level of performance and acts as bases of improvement, rectifying the identified weakness. Under the traditional businesses, appraisal is carried out, performance levels identified and poor performers are mainly fired while good performers are retained or promoted. The Christian ministry focuses not only on assessing performance, but also in educating them on how to be better participants in the ministry. The organization brings to the attention of such

employees the fact that, as much as the organization may not appraise their performance, God will hold them accountable for their actions (Walz, 1987).

From the information above, it is clear that there is a significant difference between how traditional businesses take their employee relations and the manner in which the same is carried out in the ministries. While the traditional businesses focus on skill and contribution to the firm, ministries focus on the alignment of these functions with the will of God and hold the employees more accountable to God than to the ministry or organization.

References

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Walz, E. (1987). *How to manage your church: A manual for pastors and lay leaders*. St. Louis: Concordia Pub. House.