

Wholefoods Market

1. Wholefoods Market is a company that holds many characteristics of a new workplace type of company. These companies must be flexible and individualism (Arabandi, 2011). Although not limited to these characteristics, many new workplace companies follow these traits. Wholefoods is no different, I have currently worked at wholefoods for about two years and I can honestly say these are some characteristics of the company and employees.

When it comes to flexibility and individualism, Arabandi explained that a company must be constantly adapting to the changing culture of the workplace (2011). One concept to flexibility is the balance of management. Instead of relying on one individual to make the decisions for a whole store/region, the decision making is broken down into “small groups of core workers in managerial positions” (Arabandi, 2011). Within Wholefoods, we have a regional coordinator that watches over all the stores within the specific region; there are store leaders and assistant store leaders who oversee the department heads production plans. The department team leaders are required to develop the plans that push the products, not the store leaders or coordinators. This allows for all team members to contribute to the overall success of the store. Wholefoods even takes it a step further by allowing regular team members within departments to create their own production lists rather than following a guide.

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2. Although Wholefoods can be considered a progressive company, I do believe it struggles with inequality just as much as any other company. However I do believe many of the inequalities come from the changing rates in hourly pay. When speaking with an HR representative at wholefoods, I discovered that the rates of minimum wage have changes throughout the past 5 years. In 2012 the minimum wage was \$8.50, in 2015 the minimum wage was \$10, 2016 - \$12.20, and currently \$11.75 (Cano, 2017). This change, leads me to believe that the older employees are making about the same amount as new hires. I know this because there is no workers comp (wage change) for changes in minimum wage. What this means is that if you're hired when minimum wage is \$8 you will not be \$12 if minimum wage changes to that later down the line (Cano, 2017). Although unfair I understand that this was caused due to economic changes, not by gender differences. Most people however would misjudge this and see it as a strike for gender inequality.

One topic I disagree with in the readings is the Human Capital Theory. This theory suggest that women do not receive managerial positions due to lack of education, job preference and lack of work experience. My assistant team leader, who has been working as a team leader (due to lack of funds) for four years was denied the job of TL because she was too emotional. She carried all three traits needed for the theory but was still denied the job because she was passionate in what she does

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(which made her emotional). Although she is only one individual, she is not the first. Wholefoods has merged with Amazon, and we are beginning to see more inexperienced workers taking on higher positions. This is somewhat scary because it almost seems as though the company is trying to destroy Wholefoods, in the way that divides it from any other grocery store.

3. I have dealt with the family situations policy for wholefoods on multiple occasions. The most recent would be the passing of my grandma on Thanksgiving. Luckily for me, wholefoods has a very awesome policy that allows team members the ability to take up to 12 weeks off before returning to work, based on the severity of the issue (southwest GIG, 2016). The incidents included in this guide can be anything like family death, pregnancy, natural disasters, injury to self or family member, or most incidents that require a team member to request a leave. If the incident requires immediate action, and an employee does not have the time to file a request, a simple call-out will do the trick (Cano, 2017). Employees are allowed up to 3 call-outs within the last 30 days. A call-out can range anywhere from a day to two weeks. A two week call out counts as 1 call-out if the days are continuous (southwest GIG 2016). These policies allow individuals to take the time necessary to deal with any personal matter. Another amazing policy that Wholefoods has is a funding policy. Employees are allowed to donate their PTO (paid time off hours) to struggling employees who are dealing with massive

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financial struggles caused by injury, natural disasters, or family deaths (southwest
GIG, 2016). So no matter the issue wholefoods will try its best to accommodate
individuals as best as possible!

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