

At The Top 1261

Chapter 1261

No matter when or how big an organization was, personnel was always a major issue.

This organization could be a company, government or a non government organization.

Among various employment issues, the most severe act of protest by the lower ranks against their superiors would be collectively resigning.

Huge trouble would arise if this incident got out of hand.

Therefore, Jasper immediately frowned when he heard Chad's report.

"What happened?"

Various middle-ranked deputy managers would not collectively resign unless something huge had happened.

Under Jasper's insistence, JW Company as well as its branches' currently provided the most significant employee benefits as compared to the other businesses in its industry. Many people made getting brought into any of JW's subsidiaries their career goal, let alone JW capital, which was the parent company.

This was due to the fact that JW gave a salary 30% higher than their competitors for the exact same position and role. JW's employee benefits also included things that had yet to become the norm in this time and age, such as insurance and paid leave.

was much to wonder about when a group of employees collectively resigned despite these

Schuler rejected the proposal to allocate cars to the

it, so everyone was anticipating its execution. But word got out yesterday that Ms. Schuler rejected the proposal. A lot of people were upset about this and they're throwing a

yesterday, but

various departments gathered at my office to hand in their resignation at noon just half an hour

seriously, "Mr. Laine, this is the first personnel issue our investment company has faced since its establishment. There's already been quite a

slightly confused after

prestige or are these b*stards getting too

just because I'm not allocating cars for

chuckled intriguingly and asked, "Where are the people who handed

still in my office," Chad

the situation had grown beyond his control and required Jasper's help to solve it was, to some

his hand and

issue did not reflect too badly on Chad, it was just poor management

even if Chad was at fault, the most important thing now was to deal with the collective

go, then. They're waiting for me to go over too. Let's not make these important men

Life at The Top

Chapter 1262

Among them was another deputy manager, the one from the human resources department in charge of employee appraisal and performance evaluation.

Just as everyone was busy wondering about how the situation would develop, Jasper appeared at the elevator doors with Chad following behind him.

"Mr. Laine!"

"Hello, Mr. Laine!"

The employees stood up and greeted him instinctively. Jasper nodded slightly and said, "Thank you for all your hard work. It's break time, so those who haven't eaten or need to test should go ahead."

Jasper then pushed open the door to the meeting room.

Chad glared at his subordinates and said unkindly, "What are you all looking at? Get back to work!"

Then, he rushed to follow Jasper into the meeting room. With a click, the meeting room doors closed.

They did not know if they should have listened to Mr. Laine telling them

employees decided to slink over and eavesdrop by

meeting room with a calm look on

not say anything. The man already oozed absolute strength

the founder and owner of JW Capital

table. There were six of them

that these six were old staff that had been in the company since the

employees began to feel guilty when Jasper entered the room. Some of them did not

Jasper chuckled and broke the silence

stared at the tabletop before

want to

the company didn't allocate cars to you? That's why you want to

dared to meet

the folder from Chad's hand next

Chapter 1263

This was a small detail, but it did not go unnoticed by Jasper.

Jasper was familiar with the remaining two.

One of them was June Parham, the deputy manager of the internal purchasing department, while the other was Hannibal Tate, the deputy manager of the budgeting and auditing department.

These two were old staff that had been working in JW Capital since its foundation.

The company could not employ any elite talents during its initial stages, so most old staff were employed as expedients.

However, as JW Capital developed, most of these initial staff could no longer keep up with the company's development in terms of efficiency or capability.

Even so, Jasper did not try to get rid of these people after all the hard work they had put in for him. On the contrary, the vast majority of them were given rather generous benefits.

in this life, he had to treat his

the heart

how talented the man was he would not be able to set up JW

since the beginning, JW Capital and its subsidiaries had always treated their employees the best within their respective industries. JW's care for their own employees was also the

not something written for the sake of attracting employees but was truly executed and

of people came along when the company started

into something great, then Jasper had to fend off more than just external enemies. It was only a

either." The deputy manager of the internal purchasing department, June, mustered the courage to stand and

at her indifferently. Instead of getting angry, the man asked

requesting to resign. I did not reject your application and instead

soured at what she

Chapter 1264

June nodded.

"Chad, tell me what the salary and employee welfare and benefits my company provides G4 administrative posts and what other companies in the industry are offering for the same position."

Chad immediately reported in response, "Within JW Capital and its subsidiaries, employees of G4 administrative posts are considered first line managers. According to our regulations, these employees are provided five insurance packages and

two funds. They also enjoy annual paid leave and an additional 3000 Somer Dollar family travel subsidy."

"Including the various subsidies, each employee is paid a monthly salary of 5000 Somer Dollars and annual salary is counted based on 14 months. Meaning by the end of the year, disregarding year end or performance bonuses, each employee receives an additional 10 thousand."

"When it comes to other company's welfare standard for the same industry and position, and taking Waterhoof City as an example since it is the most economically developed region, employees are only provided five insurance packages and one fund, and they receive a statutory annual leave. Monthly salary does not exceed 3000 Somer Dollars, and year end bonus will be calculated separately according to the company's benefits plan."

"Meaning if we disregard JW Company's employee bonuses which is several times more than other companies in the same industry, salary alone is already 1.8 times more than in other companies."

looked at June and the other five deputy managers and asked, "Did you receive these benefits given the salary or the benefits that should have been assigned to you, then I'll fire Chad immediately if it's his fault, or review Wendy's position if

did you

paled when they

and

company didn't mistreat you in

funds. It's compulsory for every enterprise to give buy their employees social insurance now, but let's not talk about how many enterprises don't follow through on this regulation in this time and age. At the very least, my company provides you

insurance packages and one fund. Not only did I give you all that, butI also added an annuity for you. This is something rare even within international

JW, I told you on the very first day

you six? You enjoy benefits beyond the industry standard and because you've grown used to the kindness

above the position of deputy manager,

authority to reject

Chapter 1265

It would be unwise to believe that bribery only occurred in government bureaus.

Without good supervision or regular inspections, corruption could be even more toxic in private enterprises.

International financial groups like Colossal Investments had their own internal inspection department that reported directly to the board of directors.

This showcased that as long as interests are involved, cases of corruption and bribery could still appear in companies of any size.

Jasper had long prepared himself for this.

Despite this, it did not stop his heart from growing cold when he encountered situation.

Jasper had always operated his business with the concept of paying high salaries to prevent corruption. After all, once employees had enough money to live a comfortable life, most of them would not be willing to risk breaking the law by taking bribes.

However, a high salary was not a fool proof plan against greed.

expression changed, much less June

of human resources,

investigation department, the handling of employee corruption

current case of bribery and colluding with outside sources was

the budgeting and

complexions were void of color. "Let's talk about

expected to be exposed by the very same protest they

two exchanged a look, but neither of them dared to reply to

manager who pleaded for forgiveness just now let go of all inhibitions and

he immediately replied, "Mr. Laine, these two are

cars for employees of and above the ranks of deputy manager

involved. After all, if the company truly decided to purchase cars, then the other party would certainly have a degree of influence

job without a second thought. But since Ms. Schuler rejected the proposal yesterday, there's no way the car dealers would still agree. Thus, the agency pressured

for the rest of us and persuaded us to collectively resign. They said that you'd compromise, be it to soothe the employee's emotions or to prevent a negative response. That's why we dared to

Life at The Top

Chapter 1266

“The agent you chose was actually your relative. How much rebates did you enjoy, hmm? All I got was a small taste of the benefits! It would’ve been fine if no one found out, but now that the cat’s out of the bag, you definitely will have to suffer more consequences since you took the lion’s share of the profits!”

Hannibal clenched his jaw angrily. “I only helped you because I pitied you, b*tch! That’s why I gave you a chance!”

“Enough!”

Jasper said, interrupting the two’s fight.

June and Hannibal immediately fell silent, and they did not dare to say anything more.

“Chad, how do you think this incident should be resolved?” Jasper asked indifferently.

Chad glared at the duo harshly and replied, “Strictly, and according to the law. We should investigate the incident and then sue these two!”

“Go ahead, then,” Jasper waved his hand.

as Jasper was concerned, what mattered most was to understand the truth of the situation. How

just first line managers, G4 administrative employees. No

purchasing cars today, then another pair

there was no way they would give benefits

naturally be earned back from

the end, their corrupt behavior still

to completely prevent corruption. All he could do was try to minimize

cost of committing these acts. If the price to pay for breaking regulations

unrealistic for Jasper to request that every employee treat

and Hannibal were horrified when they heard Jasper and

wrong decision because I was tempted by

willing to return all the money I took! Please just

filled with fright and remorse as they begged Jasper

were both well aware that once they were sued, they would lose this widely

Life at The Top

Chapter 1267

As far as Chad was concerned, all he had to think of was how to best carry out Jasper’s instructions.

However, as the highest-ranking member of his business, there was no one to tell Jasper what to do.

Because of this, it was unreasonable for Jasper to personally handle every single problem or matter within the company.

Instead, he needed to find the source of the problem and get rid of it at its roots.

Coincidentally, this was also what made this situation so difficult. The source of this problem was human greed, something impossible to get rid of altogether. "You're being stubborn, Jasper."

Sitting in front of a mountain painting, Dawson told his confused future son-in-law in his large Schuler Group office with a crescent eyed smile.

JW Company's overall ability had long surpassed the Schuler Group.

Thanks to the memory Jasper had of his past life as well as his extreme talent for management, the man was capable of pushing JW to even higher heights.

from a lifetime in this business world was

Schuler Group

are problems that I don't know how to deal with.

Jasper told Dawson sincerely.

up to pass

issue a few

from daily products, to snacks, to electronic appliances. It ranges from the cheapest products worth

big, famous, and recognized Schuler Supermarkets are, many commercial products

to the same product, take potato chips, for example, I'll only sign contracts with two to three

to supervise this myself, but with the increasing number of outlets as well as range of products, I had no other choice but to let

I was also giving the opportunity for

might involve choosing suppliers while smaller issues could involve missing payment settlement deadlines. During the most severe period of Schuler Group's corruption,

Life at The Top

Chapter 1268

"The group was growing then. It shouldn't matter if people left since there would be more trying to get employed."

Dawson then clapped Jasper's shoulder and said meaningfully, "But so what?"

"The fright from completely cleaning the business might last a few years at most before the same situation occurred again. Am I supposed to get rid of half my employees every year? The group will crash after I do this a few times."

“I didn’t know what to do at that point, but Wendy’s mom gave me an idea.”

“Half a month later, the group set up a tidiness department. The department worked with the government to advertise the common law, mainly to induce fear and to increase the psychological cost of committing the crime.”

“I let them know that they would be safe if the group did not catch them, but would be in huge trouble if they did.”

“Then I got rid of the most severe cases and left the rest alone.”

“From then on, this tidiness department would catch and punish a few cases every year, but would turn a blind eye toward the majority.”

even as we talk, I’m confident that there are still people gaining rebates and being bribed within the Schuler Group. This seems

as well. We have a tacit understanding that small cases are write offs, but anyone who does anything that might severely interfere

did not say anymore after this. He knew that with Jasper’s intellect, the man only needed a

the actions of our employees. Give them a

everything your subordinates to, then not only will an owner like

of higher ranks, we have to remember to punish only those who cause bigger issues and forgive those who make smaller mistakes when we deal with internal conflicts. Our forefathers say that ruling with both kindness and ferocity is the way to go. There must be a reason why ‘kindness’

silent for a long while before he slowly nodded. “I understand what to do,

home for dinner tonight?” Dawson

go home,” Jasper replied

I still have a meeting. I’ll go home right

Wendy when he found out

in the company with a frosty

asked with a smile

Chapter 1269

Jasper walked over to Wendy when he heard her blame herself.

Jasper ruffled Wendy’s hair and said, “What are you talking about, I haven’t even thanked you for helping me bring this issue to light yet.

“From the way things look now, various issues have already occurred within the company since a long time back. I just didn’t realize them before. It’s great that we discovered them this early since it means we can deal with them early too.

“It’d be too late if the situation was already unsalvageable once we found out.”

That afternoon, Jasper took time out to call Jack, who was far away in Swallow Capital.

As Weresoft’s ex-senior executive, Jack was very experienced in this field.

To the point where Jasper was initially inclined to appoint Jack as the person in charge of this supervision department.

After all, Jack was the company’s most senior executive. He was the first senior executive Jasper invited and employed at the early start up stages.

qualified

current smooth operations and had no other choice but

Jack agreed with the introduction of

a

of the parent company itself or will it manage JW Capital and its

was a very important

Abbylon, and even Sena, Jasper had promised not to interfere with the specific

suddenly introducing a supervision department

pondering, Jasper replied, “The supervision department will only manage the investment, electronics, and the real estate development company for now. When it comes to Terizone, Abbylone, Sena, and the entertainment companies, I’ll leave it up to you guys to

in relief when

comb through Sena

deal about it either. After all, problems like this are still less prominent in Internet companies. It’s mainly physical companies where these problems

suddenly asked, “Mr. Laine, do you have any particular person in mind to head this supervision

arched his

Life at The Top

Chapter 1270

Jasper did not have too great candidates for this position so the best solution now was to see if the Law family could help.

Jasper did not expect Zachary to actually provide him an exceptional individual.

“I have a junior who resigned from the Anti-Corruption Bureau as first deputy director half a year ago. He’s in his early forties, and the best age to start his career in a company.”

“After half a year of rest, he’s been planning to start his new career lately. I could introduce you two if you’d like?”

Jasper’s eyes lit up.

From an experience perspective, this man who had just resigned from being the first deputy director of the Anti-Corruption Bureau was the perfect candidate.

“He’s got a great future ahead of him if he became the first deputy director in his forties. Why did he resign?” Jasper asked.

Zachary replied slightly wistfully, “He was a sacrificial lamb in political fights. The judicial system wasn’t the place for him. Just keep this to yourself, but he’s definitely got a clean background.”

guarantee, Jasper nodded and replied, “That’s great, then. I’d like to see him as soon as other’s contact information and you two talk it

important

let out a sigh of relief once he had completed this

Schuler villa for dinner. Since there was nothing for him to do, Jasper stayed over at the

so Jasper normally would not think to return to the empty house. Instead, he opted to

a

this

gentle voice

had known Henry for a long time, or he might not have understood this

Is this Mr. Mortimer Higgins, whom

“That is correct. I heard that you have plans to employ someone to be the person in charge of the supervision department. I’d like to

chuckled and replied, “It’s not very convenient doing this over the phone, Mr. Higgins. Perhaps you could come to Nauritus City over