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OF REPLACE

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ABSTRACT: Hire and fire without compensation is a bad strategy. Since the technology is advancing abruptly an employee must be updated with the present knowledge. Otherwise he will not be able to work properly in the changed environment. He will be backdated. Company runs business for profit. It is not for charity. As such if the employee cannot give desired output then he will be a burden to the company. So, hire and fire policy should not be blamed always.

KEYWORDS: Replace, Restore, Former Place, Position, Old, New

INTRODUCTION

Creative writing is based more on manifestation rather than on expression. It does not inform, rather it reveals. So it bears no reference. The best creative writing is critical, and the best critical writing is creative. This article is an outcome of thinking about creative writing meant for a general readership. As such, I have adopted a free style methodology so that everyone can enjoy the pleasure of reading. As you might know, Francis Bacon (1561-1626), the immortal essayist, wrote many essays namely 'Of Love', 'Of Friendship', 'Of Ambition', 'Of Studies', and so on. The multiple-minded genius correctly pointed out that all the words of the dictionary can be used as themes for essays. But little has been done since his death to continue or finish his monumental task. Bacon's unique individual style of presentation ignited my imagination and encouraged me to write creative essays as a method of relieving a wide range of emotions through catharsis.

ARTICLE

Replace is to restore to a former place or position. For example: The librarian replaced the books correctly on the shelves.

It is to take the place of something, or to put something or someone in the place of something or someone else. For example: The factory replaced most of its workers with robots. Thus it is to take the place of especially as a substitute or successor. It is to put something new in the place of e.g. replace a worn carpet.

Replace is quite normal. Every machine has its expiry date. An old thing cannot give desired output further or it becomes out of order or becomes completely defunct. As such it cannot be used anymore. Such an old thing is rejected. It is sold as scrap. Then either a similar new thing or a

better thing is placed in the vacant place of the previous one.

Sometimes it may happen that the substitute costs higher. But it may not give better output than the previous one which was cheaper. The user waits till the content of the substitute is finished or the thing offers less output and ultimately becomes defunct. Then the previous cheaper one is brought and replaced in that place again.

Sometimes it may happen that there is a deadline to supply the bulk product but the machine will not be able to give the desired output timely. Then in the mid way the present thing is replaced by the old one.

Like a thing man becomes inactive. Old employee is to be retired. If both employer and employee are good then they mourn for lost past days. They become nostalgic. In contrast if the relation is bitter then both get relief.

Sometimes an employee is forcefully replaced by another employee. Then if the present employee cannot give desired output then the employer experiences loss. Then he again asks the former employee to join the previous assignment.

Now in this context two situations may appear. Either the employee may decline to join or the employee may ask higher wage. Then the employer becomes bound to engage him, with higher wage as claimed for, if he has commitment of delivery of products or urgent works at workshop.

Further in such case two things may happen. Either the employer may face loss or profit may be lower since he became compelled to pay higher wages to the old worker. So replacement is not a child's play rather a matter of judicious decision considering all aspects known and unknown.

Sometimes a good worker becomes ill or becomes absent. Then to run the production a worker is to engage. If there is no worker available or the available worker is below standard then production has to be temporarily stopped till good substitute is obtained or the present worker joins again. Thus a manager has to keep all these factors in mind to run the establishment smoothly.

In case of normal replace or replace with same wage and same skill it is not problematic. In reality all these may not happen always. In that case replace causes trouble and invites unwanted problem as well.

They say old is gold though young is bold. A bold person may do any mistake but the old person will not do any mistake for his long experience. Yet old has to replace by the young brigade to face the battle.

Hire and fire without compensation is a bad strategy. Since the technology is advancing abruptly an employee must be updated with the present knowledge. Otherwise he will not be able to work properly in the changed environment. He will be backdated.

Similarly, IT professionals or data scientists or computer scientists must update them regularly to work with present system and technology. It is a continuous process of round the clock

Further, besides advancement of present technology new subjects and new techniques are appearing being the output of continuous research works. In this situation those who have inquisitiveness they learn the new subjects and be part of the modern era. In contrast, those who are not interested to grasp the new technology or unwilling or lazy will be fired.

Company runs business for profit. It is not for charity. As such if the employee cannot give desired output then he will be a burden to the company. So, hire and fire policy should not be blamed always.

Old parents should not be driven or deserted. Parents have no substitute. In some societies state takes the responsibility of the senior citizen. In some conservative society family takes the responsibility of them.

Old parents are compared with the setting sun. The last rays of the setting sun have inner significance having valuable message. Only a wise can grasp those language.

Old lover should not be replaced by a new one and so on. It is a disease.

Old wife should not be replaced by another woman. Then the new one may not offer better service as expected. It is a risky game. Impatient husbands do it for malafide intention. Actually peace and happiness are the outcome of many known and unknown resultant forces. All cannot calculate the outcome of those factors in advance. This answers why happy couples are so numbered. Replace is to be done judiciously thinking future consequences. It is done either by the same thing or substitute. Substitute may be almost same or

differ both in cost and quality. Sometimes the substitute may not be a good fit. Then the whole system or machine is to be replaced.

Replace by same thing is easy but difficult to compensate by another thing. For example, if some mangoes and bananas are to be distributed then they will have to be distributed as per weight since both mango and banana are not of equal size and shape. Further if there is any shortage of either of the two then equivalent factor is to be found out. May be the formula is one mango is equivalent to two bananas. This formula should be vetted by all. Then distribution is to be done as per weight to avoid further complicity. If the recipients are of free mind then it is a simple matter if not then this simple thing becomes very much complex.

Similarly, replace is to be done by same brand. Now if the price becomes higher then the person has to bear higher demurrage. If the thing is not readily available then he may get relief offering price of the thing thus broken or lost.

In early days there was guarantee for any machine. In fact machines were of good quality. The user was confirmed for its longevity.

At present guarantee has been replaced by warranty. It is a modern term of business management confirming benefit, so much, of producer not of consumer. The paradox is that the machine becomes out of order just after the dead line of warranty is over. It is a business strategy just to earn consistent good sales turnover. For this they follow use and throw policy. Profit is their only single agenda not quality.

Now if a machine goes out of order after the warranty period is over then the consumer faces two situations. Firstly, if repairing is not possible then the consumer becomes bound to buy a new one. Secondly, if repairing is possible then the machine has to send to the concerned company. The reality is that the company intentionally takes so much time that the consumer cannot wait till that period. Further repairing cost is so higher that the consumer becomes bound to purchase a new one since there is no guarantee or warranty for the repaired machine.

Second-hand product and repairing of machine are the concern of poor nations of third world countries. Rich countries and advanced societies hate to repair or use second-hand machine.

All cannot be replaced or compensated. Lover cannot be replaced. If lover betrays then the partner, many times, does not love another person and does not marry even. The fact becomes more painful in case of death of the lover. Similar problem is faced by single mother or single father in case of desertion.

If the issue dies premature or couple cannot give birth to child then parents adopt children to serve and satisfy affection and emotion. It is like to take card where milk is not available. It is done for self consolation.

Someone demands compensation. Someone demands not. Both are personality traits.

In the first case, he may or may not get it. If the person is bold and has capacity then he will get desired compensation today or tomorrow.

In the second case, the person is poor either in capacity or knowledge or both simultaneously. Further, he has no lobby or well wisher who will help him in danger. So he does not and cannot hope for compensation and proceeds not accordingly.

Besides these two types there is a third person who is very energetic. He wants not to hanker after any kindness or consideration. He likes not to invite any obligation. He can earn and practically earns much. He is so confident. He is so optimist. Thus the learned argues that compensation, most of the times, is simply mirage. As such, to involve in this venture is simply wastage of time, money and energy as well. So from the very beginning he hates begging and avoids it instant.

An orthodox society does not like change. Such society resists any kind of replacement for uncertainty, injustice and fear. This anxiety is both correct and incorrect. Firstly, there is no guarantee that the changed situation will be friendly like before. Secondly, in the modern era everything is changing abruptly. As such, old system cannot work at present in the new system. Thus the whole system becomes collapsed and the concerned person faces imminent death.

Sometimes a drunkard husband tortures his wife. It has two outcomes. In the first instance the wife may leave the husband and can marry some other person. Thus she replaces the present husband. In the second instance the loyal wife does not like to leave her husband. She hopes that her husband

will realize his misbehavior very soon and love her again. She is so optimist.

These two decisions of two women may vary and mostly depend on various factors viz. age, education, financial capacity, health, social status, etc.

CONCLUSION

Replace may be easy or difficult both. It depends upon many situations and factors. If the concerned

thing or person is loosely attached then replace is easy. If there is no obstruction or unwillingness and cooperation is obtained then replace becomes smooth. Otherwise, it becomes difficult and next to impossible. In future, only a Good Samaritan can replace the misfortune of present stalemate condition.

REFERENCE

They say and hearsay
