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https://www.100test.com/kao_ti2020/266/2021_2022__E8_8B_B1_E8_AF_AD_E5_85_AD_E7_c84_266094.htm Part Writing (30 minutes) Title: Loyalty to the Employer Directions: Some people place a high value on loyalty to the employer. To others, it is perfectly acceptable to change jobs every years to build a career. Please indicate which position you agree with and why. 参考范文

: Loyalty to the employer Different cultures place varying values on loyalty to the employer. In some countries, most notably in Asia, there is a high degree of loyalty to one company. However, in most European countries and the United States, loyalty to one ' s employer is not high valued. instead it is considered more rational and reasonable for an employee to change jobs whenever it is warranted to achieve the optimal overall career. Both of these position have advantages and disadvantages. In cultures that value loyalty to the employer, a kind of family relationship seems to develop between employer and employee. It is a reciprocal arrangement which the employer is concerned with assisting the employee to develop to his full potential and the employee is concerned about optimizing the welfare of the company. The negative aspect to absolute loyalty to one company is that an employee may stay in one job that he has outgrown and may miss out on opportunities to develop in new directions. From the employer ' s point of view, the employee may be burdened with employee whose skills no longer match the needs of the company. In

culture in which it is quite acceptable to change jobs every few years, employees can build the career they choose for themselves. They can stay with one company as long as it is mutually beneficial to company and employee. As long as good relationship exists and the employee ' s career is advancing at an acceptable pace, the employee can remain with a company. But at any time the employee is free to move to another company, perhaps to achieve a higher position, to move into a new area, or to find a work situation that is more suitable to his personality. The disadvantage of this situation is employees tend to move around a lot. Although both these systems have advantages and disadvantages, it is much better for employees have the opportunity to move from job to job if it is necessary to have a better career. 100Test 下载频道开通 , 各类考试题目直接下载。详细请访问 www.100test.com