

# Employer Responsibilities

The Eternal Value of Work—part 5

November 24, 2019

What duties does an employer owe to his employees? If you're a leader, manager, supervisor or owner what responsibilities do you owe employees?

## **DAY 1:**

*Ephesians 6:8 ...because you know that the Lord will reward everyone for whatever good he does, whether he is slave or free.*

*Ephesians 6:9 And masters, treat your slaves in the same way. Do not threaten them, since you know that he who is both their Master and yours is in heaven, and there is no favoritism with him.*

1. “**Do not**” – Greek (aniemi). This is the opposite of treating them in “the same way.”
  - a. The word literally means not to slacken.
  - b. Figuratively it means to desert or desist.
  - c. The meaning of the sentence is that we to remember how the Lord treats us, and we must not slacken in following His example as we relate to others.

*Ephesians 6:9 And masters, treat your slaves in the same way. Do not threaten them, since you know that he who is both their Master and yours is in heaven, and there is no favoritism with him.*

2. “**Threaten**” – the Greek word (apeile) means to *menace*.
  - a. When you think of someone being a menace what comes to your mind?
  - b. Have you seen someone threatened at work? Have you been threatened?
  - c. What does Paul say we should remember if we are tempted to threaten an employee?
3. What strikes you from these verses?

## DAY 2:

*Ephesians 6:8 ...because you know that the Lord will reward everyone for whatever good he does, whether he is slave or free.*

*Ephesians 6:9 And masters, treat your slaves in the same way. Do not threaten them, since you know that he who is both their Master and yours is in heaven, **and there is no favoritism with Him.***

1. “**Favoritism**” – the Greek word (prospolepsia) means partiality.
  - a. Someone who plays favorites cannot be counted on to be trustworthy.
  - b. This person, instead of looking at the actual merits, actions and facts of a situation, instead is swayed by some other personal aspect.
  - c. The boss prefers one person over another, not because of their work but because of some personal element.
  - d. Notice. Why is the boss not to play favorites with his employees? (Look back at the end of Ephesians 6:9).

*Colossians 4:1 Masters, provide your slaves with what is **right** and **fair**, because you know that you also have a Master in heaven.*

2. “**Right**” – Greek (dikaios) means without prejudice or partiality.
3. “**Fair**” – Greek (isotes) means likeness (in condition or proportion).
  - a. The word is from “isos” meaning the same in size, number, or quality.
  - b. The idea is dealing with equity.
4. What strikes you from today’s verses?

### **Day 3:**

#### **1. Treat your slaves in the same way Christ treats you!**

*Ephesians 6:8 ...because you know that the Lord will reward everyone for whatever good he does, whether he is slave or free.*

*Ephesians 6:9 And masters, treat your slaves in the same way.*

a. When you're the boss it's easy to get the big head, let your pride cut loose, and throw your weight around.

b. We are to remember that we have a "boss" not just at work, but in all of life!

c. As we've seen God does not play "favorites."

d. According to v.8, what can we expect from God?

e. We are judged based on what we *do*.

2. Paul has given employers a list of what not to do, and a few things to do.

3. And all of that is paralleled to how God does and does not relate to us. So, let's look at these same items but think about how God relates to you:

a. He does not threaten us.

b. He does not play favorites (favoritism)

c. He does what is right, and treats us by what is right.

d. He does what is fair.

4. What strikes you about how God treats you, and thinks about you?

#### **DAY 4:**

##### **Pay fairly and promptly.**

(Note: in Old Testament times, employees were usually paid daily, at the end of the day).

1. Under each of the verses below, jot down what strikes you.

*Leviticus 19:13 "Do not defraud your neighbor or rob him. "Do not hold back the wages of a hired man overnight."*

*Deuteronomy 24:14 Do not take advantage of a hired man who is poor and needy, whether he is a brother Israelite or an alien living in one of your towns.*

*<sup>15</sup> Pay him his wages each day before sunset, because he is poor and is counting on it. Otherwise he may cry to the LORD against you, and you will be guilty of sin.*

*James 5:4 Look! The wages you failed to pay the workmen who mowed your fields are crying out against you. The cries of the harvesters have reached the ears of the Lord Almighty.*

*1 Timothy 5:18 For the Scripture says, "Do not muzzle the ox while it is treading out the grain," and "The worker deserves his wages."*

2. If you are an employer or manager, what stands out to you about these verses?

3. If you are an employee, what stands out to you about these verses?

## **DAY 5:**

### **Motive behind your behavior**

*Ephesians 6:8 ...because you know that the Lord will reward everyone for whatever good he does, whether he is slave or free.*

1. Over the last two weeks we have seen biblical promises made to both masters and slaves, employers and employees of reward or punishment.
2. In Ephesians 6:8, both are mentioned and are referenced by the same promise and standard.

a. What is the standard we should bear in mind?

b. What is the promises God gives us?

*Job 31:13 "If I have denied justice to my menservants and maidservants when they had a grievance against me, <sup>14</sup> what will I do when God confronts me? What will I answer when called to account? <sup>15</sup> Did not he who made me in the womb make them? Did not the same one form us both within our mothers?*

3. Job was an employer.

a. If his employees had a grievance against Job, what would he have wanted to do?

b. It's one thing to be confronted by employees. It's quite another thing to be confronted by God!

c. Job considers that this could happen. If Job had denied justice to his employees, how would he have answered to God's confronting him?

d. Job then remembers an extremely important principle in *how* he thinks about his employees! What does he say in v. 15?

e. What has stood out to you from this week's look at how the boss/manager/supervisor/owner is to treat their employees?