

Discussion Board

Student's Name

Institutional Affiliation

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Post I

I am concerned with the issue of baby boomers' impact on the rate of organizational development as well as its role in implementation of changes that has been debated for a while. It is commonly believed that baby boomers are traditionally resistant or even indifferent to the changes that are introduced within the organization and, therefore a pace at which changes are introduced may be slowed down. According to the post, the author aims at researching the methods and techniques that will motivate baby boomers to be friendlier to the process of changes implementation.

The post, however, says nothing about few issues that are to be clarified. First of all, I am interested in reasons for conducting such study. At the same time the author does not mention about the settings and sources of the data needed for the experiment. It is also not quite understandable how he is going to analyze the collected data. There are also concerns about the information validity techniques since they seem to be unreliable.

The presented post is rather different from mine since it deals with the completely different issues; the experiment has its own methods. At the same time, the approach of defining the importance of the research is the same in both posts.

I would recommend to the author to define the term 'baby boomers' in order to clarify the object of research. In addition, general post is a little confusing, therefore I would advise the author to explain definitions and terms in order to make it more understandable and clear. As an alternative to the article review and simple observation I would recommend the author to use interview as data collection method since it provides more recent and exact information delivered without any bias or partiality of the previous reporter.

Post II

Another post argues the need of the on-boarding program elaboration and further implementation designed for the employees engaged in the banking services. The latest have been reported to leave initial bank trainings at the beginning of the first 30 to 90 days which cause considerable financial losses for the banks. Nowadays banking sector strives to reduce the turnover rate as soon as possible using the proper on-boarding program. The author reports that the costs of hiring newcomers equals to 60% of their future annual salary which is virtually huge amount of money. In addition, the employee that left the company might be eager to disperse its confidential information which of course creates additional safety risks and might lead to extra-loses.

A few questions were not answered in the post. For example, I am interested whether there are other methods for motivating baby boomers to be more favorable to changes. In addition, it is interesting how the author is going to relate on-board programs to the reasons for leaving the company. The methods and techniques needed for analyzing collected data remain unclear.

Another post is different from mine in terms of topic, methods of research and the targeted audience for whom the results would be of great interest. However, both posts provide the summary of the steps which are to be taken during the experiment. In addition, the ethic issues in both researches are minimized. The plagiarism is the concern of both authors but none of them was protected from it.

I would like to recommend the author to create more profound research since the post could not introduce its initial stage to the fullest. The analysis, data collection collection, as well as targeted audience are uncovered in the post.