

Mod4

Linguistics, English



English Essay English Essay What is the 360 degree feedback method? 360-degree feedback method is a multisource system that collects information from various sources about an employee. It is an assessment method with various sources of information about an employee's performance (Tosti & Addison, 2009; Shaver, 1998).

2. What are the best circumstances to use it?

It is best suited for overall performance with an intention of changing behaviours to become fluent in practice (Tosti & Addison, 2009; Shaver, 1998).

3. The author mentions 6 issues with this method. Please list and discuss those issues?

The author indicates that the 360-degree feedback is characterized by: confounding, overload, inaccuracy, short-leaved effect, difficulty of interpretation, and discouraging impact or defensive response (Tosti & Addison, 2009).

Confounding: This is the mix-up brought by the feedback system. Feedback from the system is received from the boss, peers, colleagues in other departments and reports. This results in confounded data since different people view the employee under assessment differently. If such feedback were to be classified, the peers would be classified differently, the bosses, and the other colleagues too. Under each group there people with similar ideas about the individual being assessed, there are those with different opinions, and there are those who may have nothing to say. These people may also be influenced by various factors. This is the source of confusion

that is brought about by this method.

Overload: This means a lot of recommendations from various sources. Tosti and Addison indicate that, only a few things can be changed at a time. A lot of recommendations may not bring any change.

Inaccuracy: Information is obtained from various people, some of whom do not have adequate opportunity to see an individual's behaviour in all aspects. Accuracy of such kind of information is therefore, suspect.

Discouraging: Since information is received from various people regarding various aspects, there are so many recommendations that may come after an assessment that may be very discouraging.

Difficulty in interpretation: it is indicated that with this kind of assessment, people find it difficult to transform information into proper action, or to interpret facts about their own performance.

Short-lived effect: It is not easy to maintain the change over a long period of time. This is because factors that hinder change may be more than the will to change (Tosti & Addison, 2009).

4. Based upon your research, do you feel this is an appropriate method for healthcare?

No, different circumstances face healthcare professionals and these cannot be used to judge their behaviour. There is the risk of complexity in the kind of data produced. Feedback providers may not provide accurate information depending on the situation they were in, for example emergency situations, and the feedback may be discouraging (Tosti & Addison, 2009).

1. Discuss what the author suggests a skills gap is and why it exists.

A skills gap is a situation where an organization's capabilities demands skills

that cannot be provided by its current employees. Skills gap exist because; the level of education does not match what the nations need, and more jobs are changing in terms of technology, knowledge, and teamwork requirements (Galagan, 2010).

2. Identify some of the reasons given, in the article, that account for the skills gap. Which one had the highest percentage? Why do you think this is the case?

Reasons that account for skill gaps are; change in organizational strategies, effects of mergers and acquisitions, company leadership ranks' lack of bench strength, and reduced investments allocated for training. The leading cause of skill gaps was lack of qualified candidates for some types of jobs. This could be because there is change in organizational strategies, and new technology developments that get incorporated in working environments (Galagan, 2010).

3. What is the impact of this gap on organizations?

It affects the growth and performance of an organization. This eventually affects the economy negatively (Galagan, 2010).

4. Based upon your research, discuss a skills gap at your job. If you dont feel one exists currently, what area do you see as a potential candidate for skills gapping?

A potential for skills gapping exists in the managerial positions. Management techniques have changed over time, and continue to change due to new technology development, new knowledge, new research findings, and experiences, and development of new strategies. Managers are forced to be up to date with such knowledge, skills, and information technology

developments. This creates a constant skills gap (Galagan , 2010; ASTD, 2012).

References

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