

Instructional tool resource



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Instructional Tool/Resource

Graphic Organizer: The Chessboard Graphic organizers are a popular way to aid teaching and learning. These organizers make use of pictures or graphics to construct knowledge and organize information (---). They help students understand a lesson more by guiding them to reconstruct ideas learned into more concrete visual structures such as concept maps, mind maps, and entity relationship charts. In delivering a lecture, graphic organizers will not only help retention of learned units but they will also serve as feedback for participants' understanding. They may serve as evaluation documents to prove learning and participation. In particular, the chessboard is an example of a graphic organizer for teaching content with pros and cons or advantages and disadvantages.

The graphic organizer below presents a sample of how the chessboard can be used to aid in understanding a lesson in human resource, specifically as regards the creation of labor trade unions. It is common knowledge that creating unions and allowing them to exist in a company can result in advantages and disadvantages. As the lecturer delivers the content of the topic, the participants will be asked to write down advantages on the white tiles while disadvantages will be on the dark tiles. See below image for further understanding.

Fig. 1 Chessboard on the Advantages and Disadvantages of Creating Trade Unions

Clearly, the advantages of creating unions are on the white tiles while the disadvantages are on the dark/black tiles of the checkerboard. The advantages,

according to a blog post by Pettinger in the website, Economics Help include:

Increase wages for members

Counterbalance monopsony power

Represent workers

Negotiate productivity deals

Protect employees from parttime and temporary jobs

The disadvantages include:

Create unemployment

Ignore non-members

Lead to poor sale or other losses related to production

At the end of the discussion, participants may add more ideas to the white/black tiles. This may be done to assess the background knowledge of the participants regarding the creation of unions. According to an article in American Rights at Work and Well (22), some ideas that may be put under advantages include protecting the health and safety of workers.

Works Cited

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