Behavioral endpoints essay examples

Literature, Russian Literature

Institutions:

Data in research models is collected using academic literature as a source of the data and the help of case studies from an OD practitioner. This therefore means that definitions are derives from these sources if only they relate to the factor that is being researched. Therefore is would be all right to conclude that the behavioral endpoints are deemed to relate to the findings derived from the research only.

The major advantage of this procedure is that it saves on time because another person has conducted research and all that is left is to derive the necessary points from it. Therefore, it is easy to derive a valid conclusion on the factors in time. This process also cuts on costs a great deal, because there is no need to involve many people in the decision making process as all the facts and materials needed are in hand (Malloch, 2009). There are few resources and a limited amount of new data is needed to come up with the final data. The people involved in the process are professionals and hence are able to derive accurate and responsive findings from the models and case studies they are working with. This shows that it can be implemented fast.

The process involves a limited amount of people hence this reduces the number of ideas and counter ideas that are raised in the process of decision-making. This creates bias in the findings, as they are not aired to a various people for them to come up with a valid argument against the proposal (Malloch, 2009). The decisions are made by a few and hence there is no way of proving whether the idea shall work or not and therefore could spell doom for the organization if implemented.

The Staff meeting method of analysis comes up with a specific action that helps to describe the behavior that shall help in achieving the factor being sought. The best action forms the positive side of the curve whereas the negative side is portraying the low performing side.

The staff is involved in the decision-making process and therefore they are able to understand the changes that are going to be put into place. This makes the implementation process smooth and free flowing as they feel a part of the process and with the leadership of a professional they are in safe hands (Powell, 2006). This creates a space for the staff to learn and improve their skills in the process, which, is beneficial to the organization in the end. The staff feels at ease with the changes being introduced, as they understand the reasons for the change and the benefits being brought about by the changes. Questionnaires are fast and efficient in deriving data form many people and the more the people are involved the more the different point of views arise.

This is time consuming as many people are involved in the decision-making process and hence a lot of time is consumed trying to reach at a consensus. Many resources are involved hence making it a costly venture as seen in the use of the questionnaires and the many people being involved and the meetings.

Making the questions to become more precise to the point and ensure that the respondents understand the questions they are supposed to provide a response.

References

Malloch, K., & Porter-O'Grady, T. (2009). The quantum leader: Applications for the new world of work. Sudbury, Mass: Jones and Bartlett Publishers.

Powell, W. W., & Steinberg, R. (2006). The nonprofit sector: A research handbook. New Haven: Yale University Press.

References