

Case incident 2 professional sports: rewarding?

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Case Incident 2 PROFESSIONAL SPORTS: REWARDING AND PUNISHING THE SAME BEHAVIOUR QUESTION: 1. What type of reinforcement schedule does random drug testing represent? Is this type of schedule typically effective or ineffective? Answer: The type of reinforcement schedules that random drug testing represent is the variable interval type. As defined, this type of schedule occurs when a response is rewarded after an unpredictable amount of time has passed. In the case, the reinforcement schedule is done randomly and unexpected.

It is typically effective because athletes not aware of the test and when these tests will be taken place. Therefore, athletes are unprepared.

QUESTION: 2. What are some examples of behaviors in typical organization that supervisors reward that may actually be detrimental to others or to the organization as a whole? As a manager, what might you do to try to avoid quandary? Answer: It's when the athletes are taking steroids. When athletes take steroids to enhance their performance abilities, they are misleading their managers and their fans.

At first, they will be rewarded. Like they can earn more profit and increase their popularity, But in the end, when it is discovered that the athlete were taking steroids, he destroys his team's reputation and of course his own reputation and also the loyalty the fans had for him. If I was a manager, what I might do in order to avoid this quandary, if I was made aware of someone using steroids, I would do a random drug testing as soon as possible instead of having the whole team suffer for that one insubordinate athlete.

QUESTION: 3.

If you were the commissioner of baseball, what steps would you take to try to reduce the use of steroids in baseball? Is punishment likely to be the most effective deterrent? Why or why not? Answer: Yes, punishment is the most effective deterrent. Because punishment is everyone's scared of. It's the only way how can they make their selves responsible. If I were a baseball commissioner, I will enforce a policy that will monitor athlete's condition regarding the usage of steroids and enforce heavy punishment for those athletes that will be caught using steroids