Your Name

Instructor Name

Course Number

Date

Critical Thinking: Human Resources

The business plan presented by Yagan Systems’ managers is quite logical and convincing. The argument explained in the plan is well supported with the help of mentioned facts about the current economic conditions and unemployment rate of America. The economic condition of a country, undoubtedly, has a direct impact on the businesses operating in it. In the times of better national economic conditions, Yagan Systems were offering quiet good incentives to its employees, as compared to the other firms. Now, due to a considerable rise in the unemployment rate, and the recent decline in national economic conditions. The managers had to modify the business plan in a way that effectively contributes to an improving economy as well as employment rate of America. To do so, they have shifted their focus on the training of their employees. And they are quite right in their approach as the time, money, and effort spent on training will produce high performing, hardworking, and efficient employees. These highly trained employees will improve the impression and performance of the company, which will ultimately have a positive impact on the national economy.

The argument explained in the business plan is, however, based on some doubtful assumptions. One of those assumptions is the constant belief that the economic conditions will not improve in the future. However, these conditions may improve, and Yagan Systems then may have to revert to the old plan of benefits offered to their employees. Moreover, it is not necessary that the success of IT companies will always be dependent on their employees’ performance. With the constant developments in technology, it is quite possible that any other IT company launches an intelligent and automated system/device, which could perform most of the company’s tasks. In this case, the company will need only a few employees solely for monitoring these systems, and hence, no special training will be required.

In order to make the business plan more reasonable and comprehensive, the managers should consider both sides of the cards. Separate strategies for the different economic and unemployment conditions of America should be presented. For example, they should include in their plan that same or better incentives will be offered in case the economic conditions become better in the future.