Firing and Promotion of Employees

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Date

Question 1

The article is about what leads to promotion and firing of new employees after leaving college. After a series of researches conducted in Johnson and Wales University and Michigan state university, they have both come up with reasons why new employees are fired some of the common purposes identified includes; inability to follow instructions, and being late for work and delivering late assignments. Failure to take the initiative was detected as the first reason for firing in Johnson and Wales University, while in Michigan state university, unethical behaviour was the uppermost. Further, it was identified that once the new hires take the initiative, follow instructions and change all the other reasons that led to the firing, promotions would support. The article identifies some of the ideas for promotions such as taking the initiative, leadership, followership, team effectiveness, self-management, eagerness to learn, commitment and demonstrating development in previous assignments (Gardner, 2007).

Question 2

The article has consistent data and conclusions. From the studies conducted in the two universities, the data is reasonable because the reasons highlighted to cause firing generally frustrates employers. A change to positive attributes leads to promotions in the organization. It is only natural for employers to want to maintain employees who deliver excellent results and are passionate about their work; otherwise, employers will fire them. The article concludes that after a close

Question 3

The report closely relates to a student’s future employment. It clearly defines the disciplinary actions that will follow after they fail to deliver desirable results. Students can learn how to please their employers from promotions effectively. After reading the article, students will ensure that they avoid all the reasons that would make their employees fire them since the employees would want to maintain their jobs positions. The article plays as a directive to employees on how to get promotions and ensure they are not fired.

**References**

Gardner, P., 2007. Moving up or moving out of the company. *Factors that influence the promoting or firing of new college hires*.