Reply to the Red Bead Game Discussion

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**Response 1**

Dear Bonnie, after reading your discussion post, must I must say that you did an amazing job in explaining the issue. Specifically, I like how you provided a brief background of the issue being discussed and then commented on the issue. White Bead Production Corporation is a company that aims to produce only white beads without any red beads mixed in. As you discussed some flaws in the hiring system of the company, I also agree with you that both Bart and Carla were extremely rude. The statement they made that anyone can be replaced was not appropriate as this hinders a person's working ability. I also think that no one wants to work in a place where they do not have job security. Despite implementing several techniques to achieve performance efficiency, the employees still failed to perform as expected. I think that this is because working in a high-pressure environment is extremely difficult, and especially without clear instructions employees can complete the task efficiently (Blaug & Lekhi, 2007).

**Response 2**

Dear Colleen, after reading your discussion post, I think that you did an incredible job in not only explaining the scenario but highlighting the issues that employees were facing as well. I also agree with you that the White Bead Production Corporation was in denial as they believe that their workflow is perfect. Due to this false belief, the Corporation was not ready to take any suggestions to improve the workflow. Although the fault was in a machine yet, the company blamed employees and fired them. I also agree with you that the company must have listened to the workers' side of the story and should incorporate their suggestions while implementing a plan to achieve desired results. After your discussion post, I think that it is necessary to create a collaborative environment in a company so that all the employees can share their concerns with the higher authorities. Also, a company must provide job security to the workers so that they can work without the pressure of losing a job (Semmer, 2003).

**References**

Blaug, R., Kenyon, A., & Lekhi, R. (2007). Stress at work. *The work foundation, London*.

Semmer, N. K. (2003). Job stress interventions and organization of work.