Business and management

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The assignment requires taking the decision to reduce the decision making to reduce engineers from six to four as required by NASA. The cut back requires to analyze six of the engineers and make a decision regarding whom to fire to meet the workforce requirements. The decision-making model employed in this case is Bounded Rationality. It the concept that decision makes take decision-based on their limited rationality. This means that they can't avoid three constraints, limited information availability, limited human capacity to appraise the information and time constraint (Gigerenzer & Selten, 2002). Hence the choices made are satisficing, going for a satisfactory outcome rather than the optimal one.

The workers I have decided to cut include Sandra Rosen and Elon Boyer. The decision made is based on the information available, and it is not the best possible option. The employees have been evaluated to take the cut off a decision on the basis of information like their performance, tenure in the company, family responsibilities and ability to get a new job very easily. Sandra is 22, she is single and has the top bachelor's degree. She has not spent even a year with the company and has high ratings. She is capable of getting any better job in no time. Although she is able to enhance the morale and productivity in the department, the company does not have a long term relationship with her as compared to other employees like 14 or 20 years.

The decision to cut off Elon Boyer is also based on the facts that he has no kids and is having an advanced degree from a top university. His wife is also a doctor, so there is no likelihood of him facing financial strains. Rest of the employees have children, and they are overburdened with family responsibilities, they will face a hard time if they would be terminated at once. Elon also has a hard time fitting with his co-workers even in three years, and his performance may reduce in future due to this fact. The company owes to the employees who have been it in all the circumstance, and they hold a share in the company.

References

Gigerenzer, G., & Selten, R. (2002). *Bounded rationality: The adaptive toolbox*. MIT press.