**Paper Review**

**Name of Student**

**Name of Teacher**

**Answer a**

A person will know about the gap between his performance and the desired level of outcomes through feedback. The negative feedback is known to have more effect on the performance of an employee. The study analyzes crying as a response to the negative feedback. Several studies point out that crying is a response to negative feedback. This reaction can have multiple effects both on employee and the supervisor. Negative feedback may result in turnovers or decline in performance. Gender differences are also considered when crying is studied as a reaction to negative feedback. The first hypothesis covers that the male employees are not expected to cry as a result of negative feedback. The second hypothesis states a moderating relationship. It shows that the effect of crying on the performance evaluations, assessment of leadership capabilities and tone of recommendation letter are moderated by gender when the negative feedback is given.

**Answer b**

Implication to the HR department includes the way negative feedback is to be communicated to the people of different genders. The people who receive the feedback consider that it is not normal for the males to cry in response to the negative feedback. Thus the HRM should expect crying as a response to the negative feedback more from the females. Thus the HRM should consider alternate ways to communicate the negative feedback to the employees.

**Answer C**

The study was undertaken to analyze the response of the employees arising from negative feedback. The two other variables considered are role congruity and gender. The authors are off the opinion that there are different roles for different genders in the society and the same differences are expected when the respondent receives negative feedback in the workplace. The males are expected to play the harder roles while women are expected to play the softer roles. The authors discuss that people react differently when someone acts opposite to their perceived roles. The people acting against the expected roles are subject to certain punishments from the society. Thus a man who is being gentle may be subject to more teasing on the part of the society. Many researchers in different fields suggest that the typical roles of different genders should be played accordingly. The change in roles does ignite negative feedback. Thus a woman is not expected to work at the shipyard. The theory is summarized in the fact that the behaviors or roles against expectations will be punished. The study continues to stress that crying is associated with the more gentle role rather than with more strong roles. The sample consisted of 169 adults who were online workers. The workers were from the US and were middle to old aged. The majority of the sample was female. The workers were selected from a large variety of fields to increase the applicability of the results. The respondents were paid after being tested for their seriousness. The respondents were exposed to a video that included a person receiving negative feedback from the immediate supervisor. Several factors were controlled by the study setters. The supervisor told the person that his or her performance has not been satisfactory. The employee starts crying. The direct supervisor even threatened that the person may not able to continue working. In order to check whether the participants really watched the videos, they were asked direct questions about the videos. The respondents did not differ significantly regarding the answers on intensity of crying. Almost all the questions showed good internal reliability with high alpha scores.

**Answer D**

The first hypothesis is tested with the help of ANOVA. The control variables are the gender of the employee and the attractiveness of the employee. There was no effect of gender. The male crying was considered to be against typicality. The first hypothesis was supported as the female crying condition was not much different from the female no crying condition. The difference between the male and female no crying was insignificant. The second hypothesis was based on a moderator. When males cry, this has an indirect effect on the various outcomes that are thought to follow the feedback. In order to test this hypothesis, we have to make three sub parts. The males and females were found to be significantly different when they were studied on the basis of impact of emotional action on performance evaluation. The perceived typicality was important in case of males and unimportant in case of females. Same results were found when leadership capability was put as the dependent variable. The last hypothesis also showed the same results when recommendation tone was considered dependent variable.

**Answer E**

The study uses too many control variables and the study is too complex as well. The strength is that the study has shed light on the relationship between a numbers of variables. The statistical analysis is also strength of the study as the various statistics show the power of the model.

**Answer F**

The study shows that crying is not consistent with the males. The future results may be undertaken in order to ascertain some other typical behaviors regarding various parts of the society. The supervisors should show the negative results carefully.

References

Belcourt, M. (2016). *Managing human Resources.*

Ellis, D. M. (2017). Boys, Don't Cry: Gender and Reactions to Negative Performance Feedback. *Journal of Applied Psychology* , 227-235.