Discussion

[Author’s name]

Discussion

**First Discussion**

 The objective of higher productivity can successfully be achieved by the organizations when top managers enhance the authority of setting goals and decision-making for the supervisors. It is one suitable approach because it encourages the prospect of accountability at different functioning level considering the practical approach of providing timely feedback to the employees. The approach of setting performance goals by the supervisors makes it easy for both supervisors and workers to develop better working association according to actual requirements of higher productivity. The significant example of this approach is providing direction by the supervisor to the employees about their work tasks. Performance appraisals recognized as the necessary tool to attain a suitable form of performance management. It is the instrument that helps supervisors to assess the actual performance level of the employees in an efficient manner (BusinessBalls, 2019). Measurement of the workers’ performance is essential to make inferences about their position in the organization. The process of performance appraisal can never be considered as complete without the provision of feedback for the workers.

**Second Discussion**

 Immediate practical measures are essential to control the prevailing critical business situation in the form of failure of the electricity supply. It is the time when there is a need for making rational decisions to ensure a better form of performance. As the responsible employee, the first step will be to immediately shut down the supply of ice cream to the customers. Business practices need to be rapidly closed to handle the entire situation calmly. The next step is to get the ice cream in a better place where there are better chances of remain freeze for a longer period of time. This specific approach is essential to save the main product as the major resource of the business. Both the perspectives of the advantages and disadvantages associated with the approach of considering more than one source of performance measurement in the company. The major advantage of this approach is that it allows supervisors to utilize multiple forms of assessment to evaluate the performance of the workers (Kueng, 2000). On the other hand, the main disadvantage in the case of this perspective can appear in the form of lower working confidence for the employees. The practical approach of performance appraisal can use as a suitable method of performance measurement within the context of the organization. It is a suitable approach because it ensures timely feedback to the workers.

**Third Discussion**

 Stress management is one critical approach to provide useful practical direction to the employees in the form of proper training assessment. The concept of stress management comprises the collection of techniques and strategies that can be used to help workers in their everyday functioning. As the organizer of the training on stress management for the company’ employees, it is essential to select the topics that are the actual concerns for the workers. Identification of the actual aspects of stress, work-life balance, the well-being of the employees, and different techniques of relaxation are the significant topics that will be considered for the seminar of stress management (Munz, Kohler, & Greenberg, 2001). Inclusion of these issue assists workers to understand that what is stress management and why it is essential for them to adopt practical measures to better handle the situation of stress. It is important to develop proper criteria when it comes to select a suitable vendor for training. The most crucial aspect is that the vendor has enough background knowledge about the subject of stress management.

**Fourth Discussion**

 Detailed consideration of the case study of Southwest Airlines reveals that the company is focus to provide useful learning opportunities to its customers through the domain of training. Professional and personal development of the employees is the basic agenda for the organization that is successfully achieved through the training approach of Pathlore Learning Management System (Staff, 2003). This specific approach of learning is useful for the employees because it ultimately encourages them to build a strong association with their workplace. Cooperation is the key perspective achieved by the management of the company through this approach of learning for the workers. It is recommended for the organization to adopt multiple methods of training to attain more suitable outcomes from the entire perspective of workers’ training. Presentations, case studies, simulations, and discussions are recognized as the different forms of training that can be useful options for the organizations. The method of presentations is used to provide the informative domain of the shareholders whereas the perspective of case studies defines the real-life examples to propose better solutions to the situation. Discussion is one of the most suitable methods of training because it encourages to formulate a debate on the issue and find out suitable solutions by developing consensus.

References

BusinessBalls. (2019). Performance Management. Retrieved from:

<https://www.businessballs.com/performance-management/>

Kueng, P. (2000). Process performance measurement system: A tool to support process-based organizations. *Total Quality Management*, *11*(1), 67–85.

Munz, D. C., Kohler, J. M., & Greenberg, C. I. (2001). Effectiveness of a comprehensive worksite stress management program: Combining organizational and individual interventions. *International Journal of Stress Management*, *8*(1), 49–62.

Staff, S. (2003). Southwest Airlines: Employee Education Takes Flight. Retrieved from

<https://www.chieflearningofficer.com/2003/09/04/southwest-airlines-employee-education-takes-flight/>