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*by* B J

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**Human Resources MGMT WP**

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## **Human Resources MGMT WP**

### **Part 1**

Goodyear connected its ergonomics training to its occupational requirements by introducing a pull, push, and lift operation to educate its employees on the best practices for the three kinds of operations at their Fayetteville, North Carolina plant. Additionally, Participants from the plant floor were requested to acquire greatest practices and serve and served as safety instructors, demonstrating approaches all through training periods arranged on the plant ground. The crew determined that practical teaching was a successful technique to carry on and expand because workers were extraordinarily involved and instantaneously began functioning more carefully. At the Fayetteville plant, the company built an ergonomics sandbox to carry on with the ergonomics exercise and offer a practice area. This zone featured installed apparatus to stimulate the movement of resources on the site, thus linking their exercise to their business requirements (Noe et al., 2017).

One of the aspects that would have contributed to the successful transfer of Goodyear's training was setting up an ergonomics sandbox for the assembly workers, which also attracted the attention of other workgroups. Similarly, adding more practical learning modules and making the training area accessible for the rest of the workers at Fayetteville would accord a fruitful training transfer. Therefore, the principle of learning employed in this case was participation, which improved workers' motivation and engaged their senses, thus reinforcing the learning process. In addition, Goodyear's continued use of safety coaches' employees with the ergonomics sandbox who amassed in-depth training to help their colleagues work safely would immensely contribute to the successful transfer of the training. In this instance, the learning principle employed by Goodyear was repetition since these coaches repetitively informed workers of the

requirements. Likewise, the company has contracted a physiotherapist and his assistant to offer targeted coaching and feedback at workers' workstations and training workers in the ergonomics sandbox would highly contribute to the effective transfer of training. Lastly, the learning principle used in this scenario was encouraging feedback giving the company insight into their progress.

## **Part 2**

Upon completing the Keirsey Temperament Sorter, I have learned that I lie under the concrete category of communication. Generally, I like talking and associating myself with the realities we face in our daily lives and sorting out conclusive ways of mitigating such concerns. In general, I have learned that my temperament falls explicitly under the artisan category since I enjoy any undertaking that provides me with hands-on experience because I am tactical by nature. Therefore, the Keirsey temperament sorter has helped me identify my strengths, behavior, and communication, sorting through my drives, thus building my self-worth.

Therefore, this instrument could be helpful in employee development because it is an excellent tool for assisting assistants to understand how to interact with each other and help managers comprehend how to deliver feedback and engage with their reports (Noe et al., 2017). For instance, having categorized me as an artisan, I would prefer more direct feedback that I could probably take on swiftly to transform my impact level. Another reason why this tool could be helpful in employee development is for the fact that, in addition, it teaches them the skills that they already possess and the ways that they can enhance these skills for the betterment of the organization. This fact also helps place workers where they best fit and contribute positive results while building on their confidence.

One of the advantages of using the Keirsey temperament sorter is determining an individual's strengths, which plays a significant role in aligning individuals with duties that best fit their capabilities (Noe et al., 2017). This phenomenon is the main idea behind the growth of an organization. In addition, this helps organizations and individuals to point out departments that would require more personnel to boost their functionality and productivity. Lastly, understanding one's self helps build self-worth, thus the reason why this tool is advantageous.

### Reference

Noe, R. A., Hollenbeck, J. R., Gerhart, B. A., & Wright, P. M. (2017). Fundamentals of human resource management.

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