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## **Tamika Torain**

It is true Tamika that we are all created differently and have a purpose in life to serve God in different capacities. Drawing your argument from Hardy's concept creates a vivid picture of how employee engagement or rather retention is connected with job design theory hence showing that you clearly understand what follows if the two do not connect or align. However, I find it not compelling enough how you went ahead to describe the need for one to realize their talents and gifts to identify their careers. In this case, you could have offered more examples for the reader to understand the concept and how the two are related. However, it is worthy to note that according to Hardy (2020) self-realization is key in identifying one's skills and abilities. I also agree that when all the workers in a firm have common values it makes them more committed to their work as outlined by Hu et al. (2021). Last but not least, how you describe the need for trust among others values towards employees as God has trust in us makes the post informative an aspect that makes the reader understand more the aspect of having Godly values in the day to day activities of an organization (Valentine et al., 2020).

## **References**

- Hardy, L. (1990). *Work, Life, and Vocational Choice: Investing Yourself in the Divine Economy*. In L. Hardy, *The Fabric of This World* (pp. 79-124). Grand Rapids, Michigan: William B. Eerdmans Publishing Company.
- Hu, Yao & Zhang. (2021). Selecting people based on person-organisation fit: Implications for intrateam trust and team performance. *Human Resource Management Journal*, 31(1), 293-310. Retrieved from <https://onlinelibrary-wiley-com.ezproxy.liberty.edu/doi/epdf/10.1111/1748-8583.12299>

Valentine, S. R., Meglich P.A., Mathis, R. L., & Jackson. J. H. (2020). Individual/ Organization Relations and Retention. In M. M. Valentine, *Humns Resource Management* (pp. 150-179). Australia, Brazil, Mexico, Singapore, United Kingdom, & United States: Cengage.

### **Gary Newcomb**

I agree that Gary going through your work there is quite sufficient information concerning job design, staffing and Christian worldview. By starting your post showing how the gifts and talents we have directs us towards the calling we have to serve God in our daily occupation, hardy (1990) comes out clearly to all readers. This tends to instill hope and commitment to every worker that whatever they are doing, they are doing it to serve God. On the other hand, I concur that there exists a great relationship between the type of job design used, employee engagement and institutional performance. This means that if a company uses the wrong design then it is intended to fail and in turn, this aligns with the fact that God has a plan for every one of us. Having quoted Valentine (2020), it is necessary to use different recruitment strategies as a way to achieve the organizational goals. For that reason, I accede that every organization should utilize social media platforms to take advantage of the strong online presence as illustrated by Madia (2011). However, if you had elaborated further on this point your post could have been even stronger so that every reader can have a broader understanding of the need to use different recruitment strategies at the workplace.

### **References**

Hardy, L. (1990) *The fabrics of this world*. William B. Eerdmans Publishing Company

Madia, S. (2011) Best practices for using social media as a recruitment strategy. *Strategic HR Review*. 10 (6) 19-24

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