AFTER ANSWERING QUESTION ONE AND TWO PLEASE REPLY ( ADD SHORT COMMENT ) TO THESE STUDENT’S ANSWERS.

QUESTION ONE

The answers of two students regarding to the first question “Review the goal setting theory in the Robbins text and respond to the following question: "Is Goal Setting Manipulation?"

First Student’s Answer:

Manipulation tends to center around 2 principles: an imbalanced favorable outcome (benefiting the manipulator) and a hidden agenda. In organizaional goal-setting, the agenda is a clearly defined organizational mission and typically how the worker may continue to contribute to this mission. Much of the goal-setting I have experienced capitalizes on personal and organizational development and we play a role in setting our goals. There is no hidden agenda. I work here to support the organization and I get paid for this. My goals should be aligned with the mission of the organization.

This is much more easily satisfied when you choose a position that is aligned with your personal goals (maybe your career path). Goal setting can certainly feel like manipulation if you are working in an organization who's mission you don't agree with or one in which is not your chosen career path but ultimately, we must be realistic in what we are all hired to do...support the business.

Goal-setting feels much more like motivation and a marker of your role in the organization over manipulation to me.

Second Student’s answer :

To manipulate, one should perform action of influencing or controlling someone or something to his/her advantage, often without anyone knowing it. This is how "manipulate" being defined implying there is some sort of hidden agenda going on if one party is manipulating another party.

In the text of goal setting theory, goal setting is not manipulation because the goal setting is for company's advantage(for example: make profit as much as possible) which everyone should know once they got hired. The goal should be clear enough for every employee to attain and understand the relevance of his/her goal to higher level of goals of the company. The case will be even more transparent when employees participated in the goal setting process. They will set their own goals to benefit the team and hence the company. Therefore, the agenda is clear which is the company requires every employee to be as productive as possible.

In my experience, sometime goal setting will make us think the company is getting too much out of us, it is an overdrawing action(hidden agenda) from the company. In this case, they should talk to management about the work environment and compensation arrangement. This kind of problem should be taken out of the dark and discuss with an open mind in order to enhance communication and get everyone to the same page.

QUESTION TWO

The answers of two students regarding to the SECOND question “Do you prefer to work alone or in a group?  What are the strengths and weaknesses of both situations?”

First Student’s Answer:

I prefer working alone. I'm not very outgoing, so I tend to get lost in groups.

There are many advantages to working alone. For example, decisions can be made quickly, because you do not have to get the opinions of other group members. You also get credit for all the work you did. You can also work when you want and where you want (assuming you aren't tied down to a work station). There are also some disadvantages. One such disadvantage is that you have to do all the work alone and if it is a very time consuming project, it could become very tedious. Also, you may not know all the information and have to do a lot of research that you may not have had to do with a group. You also only see things from one point of view, where in a group you have varying viewpoints. Some main advantages to working in a group are that the speed of the project will likely be quicker as more people are working on it, collective knowledge of the group is greater than an individual, and it can honestly be fun to work together. Disadvantages to group can include not getting along with everyone, not getting credit for the work you did, having members of the group who do very little or nothing at all and having to check with members before making decisions.

Second Student’s answer :

I personally prefer working alone. I always have and it probably stems from group projects in school. I always felt like I made most of the decisions or did most of the work. I often found myself frustrated when we would then get graded as a group when other members did not contribute. I then started to prefer working individual because I was responsible for all decisions and work, and the grade was specific to my work only. However, I have been lucky to enjoy a hybrid of group and individual work in my current job. While we don't have a lot of team projects in my office, we are constantly walking into each other's offices to bounce ideas or questions off one another. I love being able to interact with my coworkers in this way. This way I can work independently while garnering some of the benefits of working in groups.

Strengths

Some strengths of groups are that they offer increased diversity of views and an increased acceptance of a solution. Some strengths of working alone is efficiency for completing a project and there are no ambiguities regarding responsibility.

Weaknesses

Some weaknesses of groups are conformity pressures and that they can be dominated by one or a few members, especially those that are of low or medium ability. Some weaknesses for working alone are that there is no platform to develop as diverse ideas as in the group setting, and there may be less information and knowledge (no aggregating individual knowledge).