

## Blog Post 1

In my recent BADM class, which is a seminar for the Technology & Management (T&M) minor here at UIUC, we get the chance to meet with new guest speakers every week who are interesting and high-achieving people in their workplace to talk to us about their experiences and career advises in terms of business, workplace, corporation, and management. I noticed that a lot of the speakers who minored in the T&M and recently got into the job field are in what is called rotation programs. So, I did some research about rotation programs and found that it is a common idea for companies to hire new employees in these programs and make the employees rotate between different job titles for a period of time. I find this idea pretty interesting as I see it as a win for both sides, the employee and the company. The employees can have a good idea of where they want to work and where they like it best. The company can benefit from these programs by finding the best fit for the employee and making sure that the employee is happy with their choice and comfortable with their new working environment. In my opinion, I like this idea a lot, and I would love to be in one of these programs one day.

Since this idea is usually implemented by big companies and corporations, this raises the question of whether these rotation job programs affect the employee or the company in a way that differs from the employee coming from traditional direct hiring. A study in the journal *Frontiers in Psychology* discussed an analysis of rotation and its impact on the employee in terms of attitudes, performance, physical and psychological health, and development (Maier & Mlekus, 2021). The study found that employees coming from rotational programs tend to generally have better job satisfaction, organizational commitment, career success, psychological health, and productivity. It appears that job rotation has a positive influence on employees and helps them succeed in their careers. I believe that the findings of this study align logically with what someone might expect the effect of the rotational program on employees. Furthermore, one of the benefits that I think rotation jobs might offer is keeping the curiosity of the employee, so they can never be bored of their job, and it adds a challenge to them between here and there.

The dynamic nature of rotation programs not only enhances employee engagement but also equips them with a broader understanding of the company's operations. As they transition through various departments, employees gain invaluable insights into the interconnectedness of each sector, fostering a holistic view of company objectives. This comprehensive perspective is beneficial not just for the employee's personal growth but also for the company's overall strategic planning and execution.

Moreover, rotation programs serve as an excellent testing ground for leadership potential. Employees who exhibit adaptability, quick learning, and effective communication across diverse teams are often earmarked for future leadership roles. By observing employees in different contexts, companies can more accurately gauge their potential and prepare them for higher

responsibilities. This proactive approach to leadership development is crucial in maintaining a robust pipeline of capable leaders who are well-versed in various aspects of the business.

On the flip side, these programs are not without their challenges. The constant change can be unsettling for some, requiring a high level of resilience and flexibility from participants. The success of such initiatives thus heavily relies on the selection of the right candidates and the provision of adequate support systems to help them navigate through the transitions effectively.

In conclusion, rotational job programs represent a paradigm shift in talent development and management. They offer a unique blend of personal development, skill diversification, and strategic insight, which can significantly benefit both the employee and the company. As businesses continue to evolve in a rapidly changing world, such programs not only prepare employees for a variety of roles but also enable companies to remain agile and resilient. For those of us aspiring to join the corporate world, participating in a rotational program could be a golden opportunity to accelerate our careers and deepen our understanding of business intricacies.

Mlekus, L., & Maier, G. W. (2021). More Hype Than Substance? A Meta-Analysis on Job and Task Rotation. *Frontiers in Psychology*, 12, 633530. <https://doi.org/10.3389/fpsyg.2021.633530>