

Team: Research Project (Manager 3) (11/21/21)

Thursday, November 18, 2021 1:47 PM

For each of the two methods, include:

- Name of method
- Brief description of the method
- Analysis of method (how did you use it; any modifications you made to the method; benefits; issues; effectiveness)
- Evidence of use (screenshots, mind maps, photos, tables, etc)

The two methods that we used were Rolestorming Creativity tool – Creativity Tool, and Creative Problem Solving – CPS.

- Rolestorming Creativity tool – Creativity Tool:
 - This encourages group members to take on other people's identities while brainstorming, reduces the inhibitions that many people feel when sharing their ideas with a group, and it helps people come up with ideas that they may not have otherwise considered.
 - While we were brainstorming with each other, one could just throw ideas in and others would have just organize all the idea into order. By that way, we could keep the flow as well as organize the idea that we intended to deliver.
 - Image of our conversation in discord while we were planning how to get the data (we also had meetings to make plans but unfortunately, we didn't record them):



- Creative Problem Solving – CPS:
 - Scan for any issues, challenges, and concerns
 - Data finding
 - Problem finding
 - Idea finding
 - Solution finding
 - Accepting finding

- This method was used individually. We divided each part of the research to each member, then we will do research, gather data, analyze them and then come together to conduct one research paper.
- Below are our scratch paper on the body section. We were brainstorming on the metrics used to compare different companies' HR department:
 - Time to hire (time in days) (Jerry)
 - Cost of HR per employee (e.g. \$ 600) (Jerry)
 - Cost per hire (total cost of hiring/the number of new hires) (jerry)
 - Engagement rating (Anna)
 - Early turnover (percentage of recruits leaving in the first year) (Vi)
 - How long employees are staying? (Vi)
 - Ratio of HR professionals to employees (e.g. 1:60) (Vi)
 - Ratio of HR business partners per employee (e.g. 1:80) (Vi)