

What makes a good discussion post?

It is entirely understandable that you might wonder what makes a good discussion post, especially if this is the first or one of your first online classes. I offer the following so that you can be informed and have a better idea of the expectations. I set these expectations to support your success in the course. Much research has been done that shows that the more engaged in a course a student is, the better their learning experience and success. The following is a randomly selected DQ post from a subset of students who did well in the course, not perfect, but well. Let me know if you have any questions by posting them in the "Questions for the Professor" forum.

Prof Frank

Chapter 10 DQ, You be the Manager

May 21, 2016 8:55pm

Student X

Mr Ferrell used motivation through job enrichment, as well as accompanying the Hawthorne effect. The goal to this type of motivation practiced by Mr Ferrell, is a strategy that's meant to motivate workers through their job itself. Ferrell's attitude towards Amy lacks motivation in general, not to mention that his direct response probably makes Amy feel as if anything she has to say from then on is now unimportant. Ferrell's responses consist only of what he feels is proper, but he might want to change the way he motivates soon if he ever wants to keep good employees who try to contribute to his work ethics. He managed to also place the Hawthorne effect on Amy by constantly studying every move she made. This circumstance tends to make the one being observed to behave and work differently, and could be a leading reason why Amy wasn't working so well under Mr Ferrell's supervision.

I would suggest that Amy prove her work skills to Mr Ferrell before she tries to propose any changes. If she can show Mr Ferrell how committed and effective she is while completing her given job, then, and probably only then, can she give Ferrell possible advice. Although, if Mr Ferrell's attitudes are similar every time they communicate, then she should re-decide if the work and labor approaches are worth the price she is getting paid. For the most part Mr Ferrell sounds like a very un-motivating boss when it comes to communication, while Amy on the other hand seems to be motivated through communication. Because both Amy and Mr Ferrell are motivated and motivate differently, Amy might benefit more by simply switching jobs. Amy has a handful of alternatives, and the easiest one to follow through with might be to wait until she can operate her given tasks without supervision, before commenting work ethics to the boss.

from Chapter 10 DQ, You be the Manager

May 23, 2016 3:20pm

Student X

Comment [FAH1]: Note that this student logged in on multiple days during the week the DQ was current. This was a Tuesday of the week. The week started on Monday.

From the specifics in their post, it is quite apparent they have completed the reading and other Connect activities as they support their analysis with specifics other than personal opinion.

Comment [FAH2]: Specifics from studies.

Comment [FAH3]:

Note that the student's initial post addresses the question and adds to the level of understanding. It is not just the definitions from the text. Note also, it was apparently not difficult for the student to have a post of at least 45 words.

Comment [FAH4]:

The remaining posts are the interchange between the student and other students. Note how this post by the original student has prompted a discussion by the other students. Although this student responded to the minimum number of students required, their posts are quite thoughtful.

It could be possible that Mr Ferrell was applying the Theory X approach, because of his short temperedness with Amy. But then again possibly not, because he wasn't controlling or commanding Amy, he was simply just a boss with a sour attitude. Nevertheless, someone who has only been at their new job for three weeks shouldn't be commenting on the way their boss operates the store. Because Mr Ferrell is still supervising Amy, and correcting her work, is proof enough that she should at least finish her training before sharing her work ethics. His attitude could possibly change afterwards

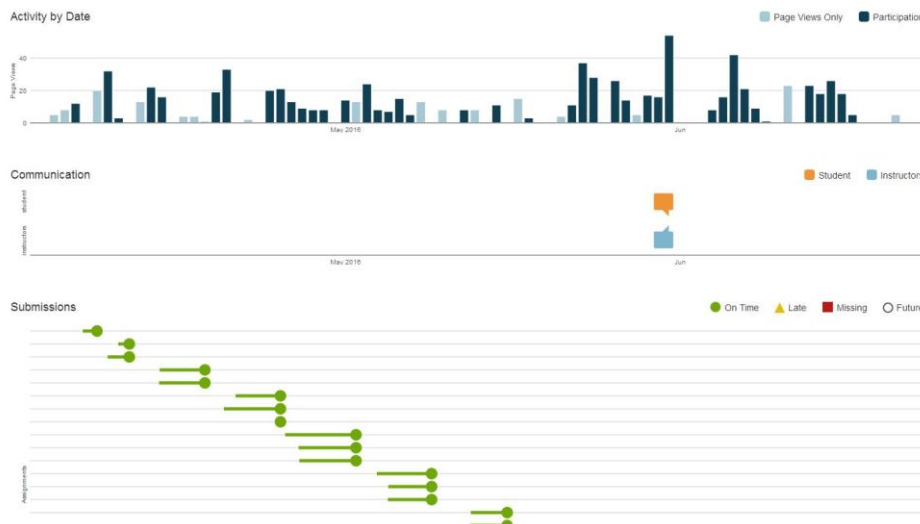
from **Chapter 10 DQ, You be the Manager**

May 26, 2016 3:30pm

Student X

Your advice for Amy is great! Because her boss's work ethics are very different from her own, she might want to consider working with another company who uses the Theory Z type motivation. Her fancy with wanting to improve the business shows where her intentions lie, and also hints at what type of employee/manager she could be. The best advice in her situation would be to work as hard as she can, and try to build a working relationship with Mr Ferrell. It would benefit her more to show him what she is capable of doing.

More on What Makes a Good Post and a Successful Learning Experience



It will come as no surprise to you in our connected and tracked world that Canvas software also tracks the level of activity for everyone in the class and also their activity level for the DQ's (submissions). The above is the graphical representation that Canvas provides for instructor assessment of student activity.

