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Topic:

Some people think that only staff who worked in the company for a long time should be promoted to higher positions.

What is your opinion on this?

Give reasons and relevant example for your answers.

Nowadays, the promoting process concerns organizations inconceivably since if it is not chosen judiciously, the criteria of this process may indirectly affect indirectly their income. Some hold the view that upgradation should be given merely to long-serving employees. However, in my opinion, there are some other factors that need to be investigated in this procedure.

Considering time-scale promotion the leading criterion has compelling justifications through drawing a comparison between the long-serving employees and their new counterparts. To begin with, experienced staff can be able to adapt themselves to be in a higher position by virtue of being aware of the organizations' culture and discipline and having a full command of the scope of their jobs. Furthermore, organizations should place a premium on the employees' loyalty in the promoting process. In fact, taken for granted, these committed staff may experience a huge amount of dissatisfaction with their jobs and leave for another.

On the other hand, although implementing the promotion process pursuant to the length of staff's services, organization can take account of some other constructive criteria such as staff's performance and eligibility. Sparingly, the new blood in a management team can boost the chances of achievement far more compared to some experts who works for a long time in the organization. Likewise, they can bring creativity, innovation, and work's-working impetus to an otherwise low-income organization. The more skilled the employees, the more upgradation they deserve irrespective of being relatively juniors.

In conclusion, given the various methods for getting promotion in companies, I personally presume that I considering all aspects simultaneously can be by far more sensible in lieu of just caring about the period that staff works for organizations.