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# **I Don't Buy It: Promoting Employees Randomly**



Citing Italian research which finds that random job promotion is more effective than merit-based promotion, our [Top Small Company Workplaces](#) media partner, Inc. Magazine, [asks](#), *Should job promotions be random?*

The four experts Inc. brings on in its article are split – two for the idea, two against. While I'm not of the caliber of these four folks, I can still help break the tie: **it's not a good idea.**

Why? Because it goes against one of Winning Workplaces' [six building blocks](#), or characteristics – based on leading workplace research, not just what we think – of a high-performance organization: Rewards & Recognition. We define this building block as follows:

*Employees are sufficiently rewarded and recognized, in monetary and non-monetary ways, for their contributions and accomplishments.*

I also think it goes against another building block: treating employees with Trust, Respect & Fairness. Is it respectful or fair, after all, for a promotion to go to an employee who hasn't demonstrated the skills, training, or just plain nose-to-the-grindstone hootspa sought by leaders or managers as ideal to spurring even greater company growth?

Two other factors worth mentioning under this promotion model:

- Potential for increased turnover and recruiting/training costs if the randomly promoted employee doesn't work out.
- Potential for increased tension of employees who work under the randomly promoted employee if they don't feel he or she rose to the new position through merit.

**What's your take on promoting employees randomly as part of your overall workplace [Order Generic Accutane Online without Prescription](#) team building activities?**

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You can also find this article published on [I Don't Buy It: Promoting Employees Randomly](#), and on the tag pages [Don't](#), [Employees](#), [Promoting](#), [Randomly](#).