CHAPTER 5

OF

STAKEHOLDERS INCREASING OPPORTUNITIES WITH ESSENTIAL HONORS

BY AND FOR STAKEHOLDERS: A QUALITATIVE CASE STUDY

by

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Stakeholders Increasing Opportunities with Essential Honors by and for Stakeholders: A Qualitative Case Study

CHAPTER 5: CONCLUSIONS AND RECOMMENDATIONS

Much information resulted from the case study. Meaning existed in the occurrence that much relevant information resulted, and further meaning abounded in the information itself and the themes and patterns displayed. The study results needed deciphering to uncover the meanings for purposes of better understanding the area of focus–stakeholder disengagement–and how to answer the research question of what are the best actions to take to reverse stakeholder disengagement. The next presentations serve to display analysis of the study data used to reach conclusions and make recommendations knowledgeably. This chapter further presents themes and patterns found analytically in the data and triangulated using data source domains of articles, dreams, and websites for reaching accurate findings of this qualitative case study.

The research question required answering or leading further toward answering to conclude the study successfully and to make appropriate recommendations. The information necessary overflowed from the conducted study. Applying the information to the research question answered the question and enabled accurate recommendations. The research question answered involved a determination of the best action to take to reverse an unfavorable trend of Group A and Group C stakeholders disengaging excessively in contrast to other stakeholders. The conclusions and recommendations resulted from the literature and the vast information the case study produced, and this fifth chapter served as the outlet for these conclusions and recommendations presented ongoing.

Considerations of Literature and the Study

The positive features, such as incentives, rewards, and earnings, stood out in the research data and could not go forgotten about. In the background, negative themes such as disengagement remained rarely addressed or not covered and not included in the positive

features or their coverages in the research data. As the chapter 2 literature review pointed out, the negative themes such as disengagement could counter the positive features and cause unwanted business results, such as financial losses (Bowden, 2009; Iacovou & Dexter, 2005). The positive features, such as incentives, rewards, and earnings, appeared extensively mentioned in the research data for stakeholders to use in business concerning other stakeholders and as applied to the context of the study.

The frequent mentions of business and stakeholders showed the numerous times of involvement, and various situations occurred with such involvement portrayed in the secondary research data. The chapter 2 literature review described contingency theory as workable for maintaining adaptability for various business situations as they arise. Further descriptions included using positive features as incentives (Marino & Zabojnik, 2008). To determine the level of quality work done and the fitting reward, applicable measurement systems used served the purpose (Kloviene & Gimzauskiene, 2009). Applying contingency theory to the study context for working in business with stakeholders using positive features stood out as a theme from the research data of the study (Marino & Zabojnik, 2008).

Another point from the chapter 2 literature review involved the identity of the stakeholders in business. A stakeholder engages positively with the company. The positive features, such as communication, quality, and efficiency, stay in use by and involving the stakeholders. Contrasting or deviant parties do not have stakeholder status (Bowden, 2009; Rost & Glass, 2009). True stakeholders match the positive themes extensively enough to receive recognition societally as worthy, favorable, and sought (Parent & Deephouse, 2007).

The essence of business organizations included stakeholders functioning with themes of positive features (Susniene, 2008). These positive theme areas, such as merit, reward, and status,

form and hold together organizations. Parties invoking negative effects, such as disengagement of stakeholders, work against the business organization and break apart the organization (Rost & Glass, 2009). As described in the chapter 2 literature review, an organization works to achieve successful results—positive themes—for and involving itself and all its stakeholders (Fassin, 2009). The chapter 2 literature review coincided with the study results that showed themes of business stakeholders needing to bestow and receive positive features for an organization to remain successful in business.

Implications of Study-focused Themes and Patterns

Advancement Added to by Articles Domain with Study-focused Themes

The study focused on business and stakeholders so expectedly had a high degree of inclusion of *business* and *stakeholders* and which constituted business and stakeholders as themes applicable for applying stakeholder theory. Importance and relevancy that added another step of advancement beyond leaving stakeholders without facilitation, negatively affected, and lacking gainful possibilities showed with *business* and *stakeholders* appearing in a huge amount of literary material (Bowden, 2009; Frid, Wyman, & Gartner, 2015; Iacovou & Dexter, 2005; Macey & Schneider, 2008; Pimpa, 2017). This *business stakeholder* literature linked interested parties of leadership, business, and a worthy cause "together in order to find a common approach that affects them all and is too complex to be addressed effectually without collaboration" (Roloff, 2008, p. 234).

The large volume of material in these directions of the themes of business and *stakeholders* also showed the importance of resolving issues mutually in the interests of the stakeholders by achieving accomplishments and setting relevant goals (Susniene & Vanagas, 2007). Resolving issues in right ways in such massive areas and working appropriately with the

right people could result in producing substantial business, economic, and societal effects.

Production of these vital results made a study such as this one extremely important to

organizational leadership and its fulfillment of dutiful societal responsibilities (Maak, 2007).

The foundation of this study showed importance with the articles domain having a

preponderance of *business* and *stakeholder* information that did not just focus on employees but

expanded to involving business stakeholders. This extensive *business* and *stakeholder*

information "recognizes the common sense practical world of global business today and asks

managers to get on with the task of creating value for all stakeholders" (Freeman & Phillips,

2002, p. 345).

Advancement Added to by Dreams Domain with Study-focused Themes

The study base involved Group A and Group C *business* and *stakeholders*. These types

of dreams had no shortage in population or content. The indication of these types of dreams

having such abundance likely added why working with dreams comes from many well-proven

and reputable people (Treadway-Galindo, 2007). The 125 *business-* and *stakeholder-oriented*

dreams from each of the past five years gracefully compiled.

The 125 dreams content produced *business* and *stakeholder* context results and did, thus,

show business and stakeholders as themes involved. *Business* and *stakeholder* contextual

orientations appeared to have importance and relevancy to dreams in same ways as dreams

received respectful regard in many traditional cultures and guided and inspired people to live

fulfilling lives (Treadway-Galindo, 2007; Yarlykapov, 2007). The study having appropriateness

and having its base set on course appeared present and optimal to answer the research question of

best practices to reverse stakeholder disengagement. An important finding the study involved

and proclaimed with the dreams domain consisted of making plenty of right efforts concerning

Group A and Group C business and stakeholders to reduce, eliminate, or manage risk of stakeholder disengagement.

Advancement Added to by Websites Domain with Study-focused Themes

The websites domain did not come up empty involving *business* and *stakeholder* results for answering the research question of how to reverse stakeholder disengagement. The websites domain displayed a considerable focus on *business* and *stakeholders* and indicated they are active themes. The websites domain displaying relevant focus showed additional appropriateness to include this domain as part of the triangulation in this study.

Other indications included innate and contextual additions to understanding best actions to take to reverse the burdensome stakeholder disengagement trend. Reversing the stakeholder disengagement trend had potential for improved performance results of the organization, and on this level, all aspects of the engagement concept could undergo research (Macey & Schneider, 2008, p. 76). The websites domain linking to *business* and *stakeholders* indicated them as important themes and as a contributive inclusion. The linkage further indicated *business* and *stakeholders* as an area that added to and can add further to best actions to take for reversing excessive stakeholder disengagement among members of Group A and Group C in business concerning stakeholders.

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Disengagement Trend Theme Implications
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Cautionary Shielding by Articles with Disengagement Trend Theme

The stakeholder articles domain mentioned many issues with possibility of direct, indirect, or partial cause from *disengagement*, which can cause business losses in the billions of dollars (Bowden, 2009). Many of the articles worked with *engagement*, which appeared 695 times. The articles did not, though, work with excessive disengagement that made the positive

engagement areas not apply. This area required the excessive disengaging to reverse before any possibility or propriety of positive engaging aspects that Bakker and Schaufeli (2008) expressed business and stakeholders emphasized with favorable reports and mentions of collaborative activities. The articles domain subtly indicated a research question answer as taking action to address and work at improving the stakeholder disengagement issue concerning Group A and Group C disengagement.

Taking action was one of the answers to a research question. Taking action is the opposite of doing nothing concerning the issue area of the research question. Taking any action was not a finding, but taking right action, and how to determine rightness of an action was by researching and practicing to securely reach implementation of best practices. Addressing and improving the situation of stakeholders excessively disengaging was what the best practices were designed to achieve. Measurement and management result from watching the implementations, tracking their positive merit accomplishments, staying attentive to the true issues involved, making broadly encompassing reports, and backing and following up on the reports on micro and macro levels.

Cautionary Shielding by Dreams Domain with Disengagement Trend Theme

The themes and patterns of the dreams domain portrayed stakeholder disengagement as an undesirable or uninspiring occurrence from a bad source (Kovelant, 2007). The dreams associated emanated with qualities of a bad, an unwanted, or a disappointing dream, as shown with negatively slanted words such as *bad*, *discredit*, and *offend* resulting 176 times (see Table 7). The dreams mainly did not just state about disengagement. This situation just appeared as something happening in the dream.

The 125 authentic dreams in the dreams domain each contained this *disengagement* aspect to at least a certain extent. The more activeness of this *disengagement*, the worse the dream. The worse the dream, the more *disengagement* reversal necessitated to achieve favorable situations for active stakeholders. The dreams domain portrayed *disengagement* of stakeholders as unfavorable and needing reversal.

Cautionary Shielding by Websites Domain with Disengagement Trend Theme

Disengagement on websites showed in various ways: the website disappearing, the website no longer working, or a functional quality website lacking visitors, but in this study, the signs of *disengagement* appeared in the context. The overt content did not usually show or work with disengagement. Full expressions concerning stakeholders disengaging did not appear, and usually the emphasis made involved something done or to do for a level of engagement to result from incentives to achieve some task (Bakker & Schaufeli, 2008). The engagement emphasis, though, did not cover when stakeholder disengagement reached excess and an engagement emphasis alone did not apply and plain would not work. The websites domain included in this study added toward reversing stakeholder disengagement and provided further guidance for additional stakeholder disengagement reversal.

Implications of Three Data Source Domains and Their Themes of Positive Features Improvement Possible with Articles Domain

The stakeholder articles domain contained positive elements that consisted of the core qualities of articles and professional fields, and levels involved, but the domain also consisted of adding awareness of or doing something about something negative. The stakeholder articles included positive and negative elements and illuminated the topics in themselves or to external applications, mainly concerning a broad and specific subject area. The positive emphasis aimed

to improve a situation concerning some difficulty. The area of stakeholders disengaging did not

receive much coverage, which indicated an area that could cause many of the difficulties had

gone rarely, if ever, covered while heavy negative economic pressures compiled (Bowden,

2009). Positive elements included necessity of directing in right directions to produce wanted

results of stakeholders reversing from disengaging that could cause project failures against

mutual stakeholders with potential not supposed to vanish (Iacovou & Dexter, 2005; Kirsiene &

Leonova, 2009).

Improvement Possible with Dreams Domain

Authentic dreams had qualities of a contextual substance with few words but much

formidable meaning to put into an illustrative form (Jaenke, 2004). The words did not have a

text base but instead, portrayed in a text appearance descriptive of a dream, just as dreams did

not consist of only a set symbolic construct (Treadway-Galindo, 2007). The words had the

dream description and meaning attached in the same way as contextual aspects involve a critical

element of social events (Freeman & Phillips, 2002, p. 332).

Beyond the dreams, the words of the dreams domain did not involve only textual words

built onto more textual words. Identical to the nature of dreams, the words of the dreams domain

did not involve only a determining or thinking of words to express egoistically or for only daily

routine contemporary issues (Treadway-Galindo, 2007). The words consisted of description of

something that happened, an event that took place, or a specific paraphrased or quoted emphasis

made (Szmigielska & Holda, 2007).

The general goal of authentic dreams appeared positive. Authentic dreams happened

actively continuing the dreamer's living, although in a unique dimension, and facilitating life

fulfillment for the dreamer and situation to exist as or move toward a better or optimal state

(Treadway-Galindo, 2007; Yarlykapov, 2007). The positive and negative words appeared in dreams, and the dreams were true dreams, then had relevant articles representing them, and then were changed back to true dreams. The positive direction of the words in the dreams had the purpose of overcoming the negative, such as light overcomes darkness.

When a dream, as reflected in the descriptive words, had too much negative and more negative than positive, the dream depicted as a bad dream or a nightmare. A seriously bad dream or nightmare went out of the study bounds and did not appear in this study. Even when awaking from a nightmare, the good or positive words linger, such as with this study, and the continuing intent would remain to overcome the nightmare—the bad dream, the negative words such as *disengagement* of stakeholders. The good or positive dream would involve stakeholders engaging rather than disengaging or may have involved a reversal of stakeholders disengaging to engaging by investing appropriately with rewards and honors to accomplish achievements and serve inherent purposes (Bakker & Schaufeli, 2008).

Improvement Possible with Websites Domain

Websites operationalized their positive traits, such as communication and quality. The websites showed the importance and potential of communication. The communication could take any form and any skill or complexity level up to highest quality.

The websites innately showed that if stakeholders functioned with the websites having adequate use, communication could occur and up to full quality levels. Communication occurring up to full quality levels could advance stakeholders at engaging in accord with leadership's continuing endeavors to remain interactive and charismatic (Haudan, 2002). The issue next continued as how to influence the stakeholders to use the websites appropriately.

The stakeholders had to use the websites in right ways of dealing well with other stakeholders to promote a favorable emphasis concerning parties involved so that successful accomplishments would result and lead to constructive outcomes (Bakker & Schaufeli, 2008). The websites provided an emphasis, influence, and a medium for a phase of interaction to take place. The consideration concerning the study research question, though, involved more influence occurring for the stakeholders to engage in the interaction using the websites. As the study findings indicated, the websites included flexibility, convenience, information, publicity, and inclusiveness (Clary & Wandersee, 2010). Somehow these features needed active functionality while stakeholders would use them in right ways, which would benefit each website, such as those this study used (see Appendix C, Websites for the Stakeholder Study).

Implications of Triangulation of Three Data Source Domains

Better Understanding and Enlightenment Possible with Study-focused Themes and Patterns of Three Triangulated Data Source Domains

A sign of a strong inclusion of the study core components of Group A and Group C *business* and *stakeholders* showed from the data of the three domains of the data-compilation. The data-compilation domains had no difficulties covering these areas. Relevant information teemed in the articles, dreams, and websites domains of the data-compilation. The three domains strongly involved the study core areas of *business* and *stakeholders* (see Table 8). Each domain of the data-compilation consistently included these core areas, which indicated importance of ways to reverse stakeholder disengagement.

The data-compilation domains were triangulated, and the outcome was applied to the contextual aspects of the study and resulted in showing that Group A and Group C stakeholders were strongly involved with business and being stakeholders. A large amount of secondary

research findings was available and able to be applied to the primary data for synthesis and triangulation to produce preliminary results. The outcome of triangulated findings was applied to the study context, which also meant that ways to reverse stakeholder disengagement were important concerning Group A and Group C stakeholders.

Better Understanding and Enlightenment Possible with Disengagement Trend Triangulation of Three Domains

The three domains of the data-compilation of articles, dreams, and websites each portrayed disengagement in one form or another in the targeted areas of Group A and Group C business and stakeholders. The three data sources each showed disengagement as a negative occurrence or an unwanted or unfavorable situation. Each of the three data sources rarely mentioned disengagement specifically, but instead, disengagement entwined in subtle descriptions of issues or with certain indicator words such as *abandon*, *discredit*, *disregard*, *mistreat*, *neglect*, *offend*, *skew*, *stray*, and *sway*. The three data sources described areas where improvement necessitated. In the background, unnoticed and unmentioned, lingered the causes of the difficulties that needed improvement, such as the cause described as stakeholder disengagement concerning Group A and Group C business and stakeholders.

The primary research data indicated that it fit with the secondary data. The Group A and Group C stakeholders exhibited disengagement, which was a negative occurrence and a situation not mutually wanted. The disengagement concept was not specifically mentioned but was associated with the Group A and Group C stakeholder actions, occurrences, and results. These disengaging actions, such as *abandon*, *discredit*, *disregard*, *mistreat*, *neglect*, *offend*, *skew*, and *stray*, in the occurrences sway the extensive communication made and the substantial contextual elements involved. The background of the Group A and Group C stakeholders subtly included

signs of the cause of the troubles, and exhibited as an area needing improvement and portraying stakeholder disengagement.

Better Understanding and Enlightenment Possible with Positive Features of Three Triangulated Domains

The data-compilation domains of articles, dreams, and websites, centered on Group A and Group C business and stakeholders, and the domains remained positive elements to add and improve situations. In these approaches, much of the work done had a goal to advance beyond any negative element, such as stakeholder disengagement. Mainly, the positive should receive most if not all the attention. When something negative has continued for a long time of years, though, the trouble area urgently needs to receive due attention for straightening out the situation and setting it on course for a correct and successful continuance. The negative area does not need exaggeration, and either does the positive.

The contextual aspects had possibility of being added to for advancing beyond stakeholder disengagement by using the positive elements derived from the data-compilation articles, dreams, and websites data. The intentional goal of the research approaches could be applied to the case study context. Achieving the positive reality of the case study context reaching the goal of progressing beyond excessive stakeholder disengagement was the good faith effort to fulfill the study intent. The case study contextual trouble-areas had years already involved, which indicated a serious situation requiring appropriate advancement due. Just as the data-compilation articles, dreams, and websites data sources only needed accurate regard without exaggeration, the same situation applied to the case study concerning its contextual aspects and influential affects.

As the case study indicated with the issue inclusions of the context, an adequacy of relevant work needed completion to produce positive results that aligned with the positive features, such as those of the data-compilation articles, dreams, and websites domains. The qualitative case study data-compilation showed a strong inclusion of positive words, such as *merit*, *reward*, and *status* (see Table 12). The positive word mentions added an additional supportive emphasis suggesting to apply the positive areas of the research approaches appropriately to the contextual causes of the difficulties. Applying the positive areas of the research approaches enabled advancement of the primary data, secondary data, and contextual aspects for lessening, correcting, and eliminating the difficulties and for facilitating Group A and Group C stakeholders at reversing from excessive disengagement.

Review of Main Findings to Report on Study

Report on Study

The completed work produced analytically with this study reached many relevant and important findings that needed understanding. One main finding consisted of the study base being confirmed as strong, worthy, active, and requiring, and that base included Group A and Group C *business* and *stakeholders* having substantial involvement and importance. The second major finding that the triangulated data-compilation approach reached concerning the study context involved the indication of stakeholder disengagement causing serious difficulties in the past. The serious resulting events in the context of the case study indicated the necessity and importance to leadership and the society for excessive stakeholder disengagement to reverse in correct ways.

The third major finding of the triangulating of the research data sources to apply to the contextual aspects concerned the positive merits, traits, and uses of resources of these data

sources. The resources of these data sources had to keep going in right directions, serving correct purposes, and ensuring the involved stakeholders had and maintained their according involvement, including concerning rewards and rewarding. These Group A and Group C stakeholder disengagement areas covered had many years of effectual importance to the case study background. The years of these disengagement areas required honorable recognition and advancements, as further showed with the data-compilation, the triangulation of the data-compilation, and the application of the triangulation results to the case study context.

Out of all the work through to this case study, the stakeholders honorably involved needed to know the study recommendations to understand the contextual aspects of this case study. The situation of the case study context needed advancement beyond stakeholders, such as Group A and Group C stakeholders, excessively disengaging from treating other stakeholders in rewarding ways. Guidance on how to influence stakeholders to go in right and successful ways and how to maintain these right directions concerning the primary data, secondary data, and the study context had much importance. The importance of the guidance to the context of the case study had relevance for advancing an increase in public communications and in collaborations and negotiations involving societal issues.

Emerged Themes

The themes that followed the chapter 2 literature review and emerged from the triangulated data-compilation consisted of singular words. The individual words contained enough contextual substance to make them not only frequently used but also to make themes in themselves. These themes put together formed a unified theme. A few themes came out of the singular word themes put together or attached, mended, or bonded together to make a whole of the parts. The combined themes came from hundreds of individual sources, years of sources, and

multiple singular themes and then were applied to the context of the case study, as they should continue being applied to the contextual aspects of any additional study.

Synthesized singular themes formed complete sentences that expressed complex themes. One such complex theme was *business stakeholders should regard, use, and receive positive features—incentives, rewards, and earnings—to lessen or eliminate negative elements such as disengagement*. This theme was supported by literature of Bakker and Schaufeli (2008) and Bowden (2009).

Another complex theme proclaimed, *negative elements, such as disengagement, could lessen or negate positive features, such as communication, quality, and efficiency, and could cause substantial business and financial losses*. Supporting literature for this theme was Bowden (2009) and Iacovou and Dexter (2005). A third complex theme expressed *negative elements could result from improper motives of other parties, such as those with deviant intents*. This third theme was supported by literature of Kirsiene and Leonova (2009), Rosanas and Velilla (2003), Rost and Glass (2009), and Stuart, Hammer, Linn, & Sullivan (2003).

A fourth theme declared *correct use of positive features, such as merit, reward, and status, can make a difference and can enable a person, group, or business to achieve a successful situation*. This fourth theme was supported by literature of Bakker and Schaufeli (2008). A fifth complex theme advised that *stakeholders regarding, bestowing, and receiving positive features, such as incentives, rewards, and earnings, should work constructively in favor of other stakeholders, which includes working in their own best interests, too*. This fifth theme was supported by literature of Susniene and Vanagas (2007).

The complex themes had meaning added onto meaning. They logically contained much wisdom within their bounds. These themes matched the themes the case study called for and

enabled sound recommendations and conclusions for the contextual situation. These themes had literary support. Working within the bounds of these themes would lead in right and constructive ways.

The previous chapters expressed about the difficulties of the study context times, the involvement of Group A and Group C stakeholders, and the significance of improvement to how business is conducted. The following recommendations incorporated the presented knowledge produced from the data-compilation research data and applied it to reasonable actions to take in an organized manner concerning the primary data involving Group A and Group C stakeholders. The actions were applicable to the primary data concerning business areas that needed increased attention beyond Group A and Group C stakeholders excessively disengaging from bestowing rewards and providing rewarding opportunities to other worthy stakeholders.

Further Report on Study

The case study context showed the difficulty of the stakeholders disengaging from their relevant functions, such as providing rewarding opportunities to other worthy stakeholders. The primary and secondary research data provided themes applied to the context of the case study. For instance, to achieve mutual success the stakeholders would have to work with positive elements that are valued and inspiring to the other stakeholders. These other stakeholders are worthy of the favorable treatment and have to receive it actively for any and all stakeholders to progress gainfully. To lessen or eliminate undesirable aspects, the previously disengaging stakeholders had to engage and work cooperatively with the primary and secondary research applied to the triangulated data results of the case study context.

Other serious aspects of the case study results indicated that if the previously disengaging stakeholders did not work cooperatively to advance the focal study situation, the discounting

factors could severely lessen any potentially profitable business. The study showed the previously disengaging stakeholders would have to engage enough to experience advancement beyond or security from the declining issues. The factors of the focal situation had to receive serious regard to constitute as enough engagement to progress beyond the heavily weighted discounting issues. Advancement would not otherwise result, and the contextual aspects the study already described would remain lingering. The stagnation would mean that declines were actively discounting the activities until and unless the previously disengaging stakeholders would heed the study recommendations to operationalize administering the directives the study outcomes provided.

Main points were that research done showed guidance for implementing to achieve a mutually successful situation. If the stakeholders ignored or devalued the guidance, a lesser situation would continue and with higher than otherwise discounting issues and opportunity costs. The only way for improvement would be for the previously disengaging stakeholders to follow the study directions and engage adequately on their levels in providing rewarding opportunities to other worthy stakeholders. The previously disengaging stakeholders needed to know and work with the study information to achieve their own success for continuance. For these reasons, the case study was done and available for advisory, and enough engaging action required to achieve profitably successful results for any and all stakeholders, just like everything the study covered and proclaimed leading to the study recommendations.

Recommendations

Launching Toward Implementation

Some kind of dynamic or stimulus was needed to apply the triangulation results to the case study context successfully enough to spark or boost the stakeholders to deal well with other

stakeholders and to not excessively disengage. Each study domain included features and

information that could add to the contextual issue area of the case study, but something still had

to bridge the space between the disengaging stakeholders and the other stakeholders. The

resources themselves, such as articles, dreams, and websites, already consisted of much done

with the case study contextual aspects to influence stakeholders away from disengagement and to

engage adequately on their according levels. Achievements made and successful results in the

data-compilation produced in themselves the case study merits, features, and resources that

stakeholders should regard and use for mutual benefits, which include rewards and honors to

other stakeholders.

The datasets each emphasized something to do about something, and in the data-

compilation, each data source domain of articles, dreams, and websites emanated as much done

about an issue such as endeavoring to reverse stakeholder disengagement. In the three domains

of the data-compilation, using positive words such as *merit*, *reward*, and *status* showed data that

if mutual success resulted, stakeholders would do more, and further success would result (also

see Table 12). Some type of catalyst needed to happen to connect the pieces or to set correctly

directed actions in motion in the case study context. Enough of a steady continuance of

successful progress could increase the contextual aspect of socialization that adds to a

progressive business situation and leads to additional accomplishments, opportunities, and

potential. Triangulated data applied to the case study context was already much done

successfully, so logically, reversing stakeholder disengagement would result if enough came of

the work done.

Research Question Recommendation

Answering the research question of *what are the best actions to commence concerning informed Group A and Group C stakeholders excessively disengaging in contrast to other stakeholders* continued throughout this chapter. A specific answer was to continue in directions of the elaborations of the case study results. The triangulated results came from a data-compilation consisting of articles, dreams, and websites domains, and all were applied to the context of the case study. The substantial achievements made by applying triangulated data to the case study context would provide additional persuasion of Group A and Group C stakeholders to stop excessively disengaging and to continue increasingly to engage in relevant activity, effort, and work.

The findings suggested that plenty of right endeavors needed to result from the research work with the case study contextual aspects. For further accomplishments, the core foundation of business and stakeholders had to remain a base built on with the case study contextual work. The disengagement trend needed attention as something negative that required reversal. Reversing stakeholder disengagement could be done if using positive elements such as rewarding opportunities, characteristic immersion, and technical structure along with the data-compilation domains of articles, dreams, and websites applied to the case study context.

Research Consideration Points

The consideration points of the study received elaboration in this chapter. The implementation plan that was necessary to activate to ensure stakeholders go in directions of engaging in providing due honors and opportunities consisted of a plan. The plan had the core business and stakeholder components, aimed to reverse stakeholder disengagement, and worked at applying the positive features of the domains in constructive ways.

Proceeding in these directions would amount to the optimal procedure to handle the circumstances for continuing progress to result. Future research should build on this case study and should not contrast or disparage any aspect involved with this study, which could use additional supportive and progressive studies in various forms such as qualitative, quantitative, and mixed methods. Implementing the research question recommendations had to build on the case study core components, operationalize to reverse stakeholder disengagement, and benefit from rewarding opportunities increasing involving positive features of the data-compilation domains applied to the case study context.

Operationalization

Because previous work accomplishments did not include operationalization of reversing the disengagement issues, putting a focused plan into motion had to go through successfully. Such a plan could consist of using an operationalization method of a traffic light signal system, as suggested in chapter 3, for each research issue area. A green light means all continues going forward; yellow means all continues proceeding slowly. A red light means all stays stopped in the particular issue area until further notice. The traffic light system shows at a glance whether to proceed forward or not.

Every recommendation for each research issue area had a yellow light signal indicator except for the recommendation for the research issue area of future research that had a red light. Each area except for one had an appropriate setting of proceed forward slowly and cautiously. The future research area had a red light for stop and do not proceed. Each other than future research area had a yellow light until receiving adequate support and including with appropriate level funding, and that light would not change from yellow otherwise. The future research light will change to yellow when the others change to green and not before that, but of course, the

intent and goal continued as all lights turning and remaining green through the implementation plan continuance.

An interesting analytical finding, that also justified some future research after having a green light signal indicating to proceed with a future study, involved the finding that the secondary research data of *stakeholder* inclusions had declining totals in these years. The *stakeholder* inclusions in the articles domain went down to 867 in year 4 and, thus, amounted to 792 less than in year 3, which had 1,659 *stakeholder* inclusions. The following year, year 5, had 493 *stakeholder* inclusions, which showed a 1,166 decline from year 3, although the dreams and websites domains did not show such an obvious decline. In the articles domain, *stakeholder* inclusions averaged 1,232 for the five years of the study, year 1 to year 5. The year 4 stakeholder inclusion fell to 365 inclusions less than average, and the year 5 decline amounted to 739 stakeholder inclusions less than the average.

Although having a red light signal indicating for future research studies to not proceed yet, some relevant future research studies involved answering the question of why a decline appeared in secondary stakeholder coverage in year 4 and year 5. Maybe those research data results happened because of the particular article resources used. Perhaps, the decline happened in year 4 and year 5 because stakeholders disengaged more or became disengaged from more, or maybe a listing of the conclusions of the articles, along with the conclusions of future articles, would depict explanations. This declining number of stakeholder inclusions may continue, or the opposite may result in the next years. Although having a red light presently, a future research project could enable a better understanding of the results of the continuing years regarding the number of stakeholder inclusions in the data-compilation study domains and possible causes of the inclusions level found.

Importance to Leaders

In many ways, the results of this case study had importance to organizational leaders of any leadership style, such as transformational, transactional, and charismatic. The final work done to improve business did not happen, but the completed case study established a foundation to commence and complete an implementation plan that included many steps forward toward improved business. A successful level and amount of business would result during the implementation plan of this case study. Progress of advancement beyond some serious leadership difficulties, such as stakeholder disengagement causing underemployment, lacking opportunities, and underdevelopment, would result with the implementation plan this case study led to directly (Besley & Ghatak, 2008). The basic situation continued as this case study had vital importance to leaders having honorable opportunities to lead as transformational, transactional, charismatic, or any other style leaders.

A main focus had to continue as maintaining an adequacy of stakeholder engagement to ensure not having as much disengagement as in the previous times. The dynamic that started the forward momentum and kept it going and growing involved working in a right way with the foundational study, staying mutual, and achieving success facilitative of further success. Staying on track with this case study through the modern eras would enable the background of the study to remain understood. The present continued after the years of difficult times before rewards and honors resulted from merits involved with the primary stakeholders and leadership. This case study foundation of years already involved continued in active considerations, just as contemplating dreams remained a practice that reputable scholars and professionals recommended (Jaenke, 2004; Kovelant, 2009; Treadway-Galindo, 2007; Yarlykapov, 2007).

Recommendations for achieving success. Recommendations resulted after extensive coverage and review of the mass of aspects involved with the researched areas and considering the findings thoroughly. Each recommendation is predominantly business oriented, but each also simultaneously includes business, education, law, politics, religion, and research, and each is a problem turned into a solution and with emerged themes from the study synthesized into the recommendation. The first recommendation was to *launch toward implementation by applying a dynamic or stimulus—a positive feature such as incentives, rewards, and earnings—to influence stakeholders to deal well with and to not excessively disengage from other stakeholders*. The people involved have to know the business mission and be mutual with it. There has to be adequate individual performance, teamwork, and individual and team rewards because what the team, individual, and organization are working for cannot be forgotten about.

The second recommendation was to *continue as elaborated by the content review results of emerged themes from a data-compilation of triangulated domains of articles, dreams, and websites*. The three triangulated data-source domains emerged the themes. The data-compilation had articles, dreams, and websites domains that were triangulated. Working on projects that increasingly stray from the themed recommendations could too easily happen. The recommendation was to not stray and to catch, stop, and prevent such straying and continue as the themed recommendations elaborated.

The third recommendation was to *ensure stakeholders engage in the triangulated data applied to the contextual aspects providing due honors and opportunities by activating an implementation plan*. The correct implementation plan had the core business and stakeholder components, aimed to reverse stakeholder disengagement, and applied the positive features of the data-compilation domains in constructive ways. The correct implementation plan was

needed for enabling activity in an organized and formal way, and the plan had to be actively in implementation to have its time and place in activity, serve its business purposes, and produce its constructive results. Applying the triangulated data to the contextual aspects, uses the data, and honors and opportunities provided during the activities, serve value purposes. An active implementation plan can be the means for providing functional honors and opportunities.

The fourth recommendation was to *put the implementation plan through successfully from beginning to end while using available facilitative features, such as incentives, rewards, and earnings applied to the case study contextual aspects.* The implementation plan cannot stop short. The right plan has to be run correctly and has to go through its duration. More than enough funding has to be secured before the start of the implementation, and a generous cash flow level has to be maintained for all stakeholders to have a good professional experience, advance professionally, and receive due incentives, rewards, and earnings.

Another recommendation was the fifth, which involved *when the time is right, work through another study relevant but one that considers whether stakeholder inclusions declined in recent years*. If stakeholder inclusions did decline, and considering the themes of positive features against the negative elements, the research question asks *why have the stakeholder inclusion rates declined*. Another possible research study, whether qualitative, quantitative, or mixed methods, involved directly following this focal study and while staying within its bounds and not contrasting, disparaging, misrepresenting, or lessening this study in any way.

The sixth recommendation was to *advance professional business along with the implementation plan of this case study*. Advancing professional business while applying the implementation plan of this case study would result in improving some serious leadership difficulties, such as the negative emerged theme of stakeholder disengagement causing

underemployment, lacking opportunities, and underdevelopment. The situation cannot be let to

be, as it was in the past, one that plenty of quality work is done but lacks support, especially

financially, to points where it has to be forgotten about, and other work has to be done instead.

The quality and status level has to be maintainable. The professional business aspects, including

financial, must be securely worked through and set to prevent the negative disengagement theme

and its effects.

The seventh recommendation was to *maintain an adequacy of stakeholder engagement*

by means of the positive features, such as incentives, rewards, and earnings, to ensure not

having as much stakeholder disengagement as in previous times. The funding has to be present

for this phase of work. The primary stakeholders have to make their contributions or adequately

add to funds raised. After achieving an operations capital adequacy, money can be attached to

tasks, services, and projects that need to be done. Providing incentives, rewards, and earnings

will keep stakeholders engaging and will eventually produce a return on investment that will also

add further to keeping the primary stakeholders engaging.

Summary

Extensive review transpired in the form of a qualitative case study of the situation of

Group A and Group C stakeholders excessively disengaging in contrast to other stakeholders and

what to do about reversing such a long-enduring negative trend. An internal study went into the

inclusive qualitative case study. The internal study consisted of a data-compilation (see

Appendixes D – F, Data-compilation Dreams, Stakeholders, & Websites; also see Appendix K).

A content review was completed using primary data and secondary data from the data-

compilation resources (also see Appendix G, Sample of Latent Analysis Phase of Content review

- Dreams Domain). Presentation of the study findings took place, and themes and patterns

analytically showed up in the content review results (Bradmore & Smyrnios, 2009; Guzman, 2007; O'Dwyer & Owen, 2007; Perego, 2009). The data-compilation of three domains—articles, dreams, and websites—received analysis focused on business and stakeholder themes and patterns. The three domains next went through triangulation, which was a data source triangulation, while focused on themes applied to contextual aspects and directed to answering the research question of w*hat are the best actions to reverse stakeholder disengagement*.

The patterns found in the themes of the triangulation appeared similar to the chapter 2 literature review descriptions. Plenty about business and stakeholders was included in the patterns, which indicated the presence of themes. One such theme involved stakeholders in business using and receiving positive features, such as incentives, rewards, and earnings, to achieve successful business situations mutually agreeable to other stakeholders and the society (Parent & Deephouse, 2007). Stakeholders had to shield against negative themes, such as disengagement, which could lessen or negate the positive features (Bowden, 2009; Iacovou & Dexter, 2005). The chapter 2 literature review pointed out that contingency theory application worked for maintaining flexibility for organizations to keep implementing positive features the triangulation reiterated as applicable to achieve successful business for all stakeholders, including the organization (Fassin, 2009).

Content review results formed finishing layers in a triangulation, and the research question received coverage for sought answers. The results produced simple and complex elaborations summating that the disengagement trend needed attention and reversing among Group A and Group C stakeholders by using the elicited positive features and applying them to the case study context (Bakker & Schaufeli, 2008; Bowden, 2009). The finishing presentation included recommendations, such as commencing implementation and operationalizing the

business endeavors using the emerged themes of positive features such as incentives, rewards, and earnings.

The meanings of the findings underwent extensive review to increase understanding. Increased understanding would not have happened without the concluding latent review of the content review as applied to the primary and secondary research data, because words can have multiple meanings (Guzman, 2007; Mirman, Strauss, Dixon, & Magnuson, 2009; Nicholson & Bennett, 2009; Pop & Sim, 2015). All involved with the qualitative case study had ongoing importance, and continuing importance remained in that the study and its components had presence, achieved successful results, and kept substantial significance for ongoing into the future. The recommendations needed to be applied in forms such as future research studies on reversing Groups A and C stakeholders from excessively disengaging and so that, instead, these stakeholders adequately engage while providing or supporting rewarding opportunities for worthy stakeholders.

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