

# Response papers week 9

Business



## Response Papers Week 9 Response to the first One Minute Manager

Transparency in an organization is key to its success because it directly determines how the employees of the organization respond to various decisions made by its managers. Although Blanchard and Spencer have used the phrase “ One Minute”, it does not mean that managers should make and implement decisions quickly without consulting other important parties who will be affected by these changes. Looking intently at the ideas of this book, there is a need for managers to involve the employees in quick decision making for example by assessing current behavior, determining good behavior and comparing with their current behavior.

Cochran and Kleiner (1992) suggest that the employees should be informed of the progress, achievements and failures of the organization, and how the new goals will mitigate its failures and boost its achievements. This way, the employees will be motivated to support the company in its new direction instead of resisting and working toward its failure. As a team of employees and their manager, they will also be able to clearly assess how the new goals are helping them to achieve the mission of the organization.

Immediate appraising and reprimanding is critical in ensuring that the people involved adequately associate them with their actions and respond as expected. Adequate and immediate appraising encourages an emulation of the same by others and a continuation of the same by the person appraised. However, this should be done in such a way that the employees are comfortable. Otherwise, it will fail to encourage high performance in the organization. Apart from reprimanding immediately, managers should do it in a way that will clearly indicate that the reprimand was directly related to their mistake, and not hidden personal agendas.

<https://assignbuster.com/response-papers-week-9/>

## References

Cochran, T. and Kleiner, B. (1992) " Effective Organizational Goal Setting",  
Management Research News, 15(1), 13 - 17.

### Response to the Second Student: Fun at work

Some people think that workplaces are " all seriousness environments" and having fun at work is a sign that people are not working. Unfortunately, this is not always the case. We should maintain ourselves from the wears and tears just as we maintain the machines we use. Giles (2012) explains that not having fun at work breeds a pool of over-stressed, professionally dissatisfied, and lowly motivated employees. This is a sign of a poor work environment. Evidently, such employees work slowly and so their average production is low.

The issue of making the workplace environment fun and exciting, therefore, deserves adequate attention and should be intentionally introduced because of the significant time people spend in their workplaces. This way, people will embrace each new working day as a fun day, and not another day of physical and mental torture. Frequent fun episodes during the working hours help to break the monotony witnessed in repetitive tasks and ease tension resulting from over-concentration on work processes. It reenergizes the mind and body and so it makes people feel as if they have just started working. All people love fun and which increases the chances that people will respond to a workplace fun strategy quickly and positively. This could range from simply talking in a funny accent, creating time for teasing each other, sending funny mails to the whole email conference, holding frequent cheap celebrations to going out together to the nearby fun places. Fun activities should, however, be implemented in a way that they do not disrupt work

processes, or involve intimidation of people. The organization's management should also be highly involved to make it a culture.

#### References

Giles, E. (2012). The Benefits of Fun in the Workplace. Retrieved from <http://www.xonitek.com/docs/XSCMain.asp?ID={D41DBADE-0321-4638-A80A-89B19AEA8CF3}>