

A case of mistreatment at work

Business



A Case of Mistreatment Cases of mistreatment are in varying magnitudes in various societies. It can happen in colleges, work place, health Centre or even in various other social places. Most common causes are racism, gender discrimination, tribalism, and social classes. Your boss might treat you badly because you are from a certain race; people in your work place might talk ill of you because you are from a certain gender and so on. It is important to note that some victims do not get the opportunity to talk it out for fear of what might result. If it happens in a work place, it can lead to inefficiency of the victim, stress, and resignation.

The story of Jessica Martinez on mistreatment by her coworkers in her place of work, gives a very good example. She had just gotten what she thought was her ideal dream job. She had several job offers but this one looked like the most exciting and profitable offer not to mention that it was the one nearest to her home. Since she was brought-up in that area, she knew a few people in that company and so she did not expect to have much trouble there. Aunt Maria warned her to avoid being so naïve because the organization was not ideal as she had (Meares & Oetzel 379).

The story explains how things started. Although everything was all right, Jessica noted that she was one of the few employees on that part of the organization who were not European American. She was working in a communication team whose other members were Peter, Alex, and Suzan. One Monday morning, as Jessica was taking a cup of coffee, she joined a conversation between two of her teammates, Peter and Alex, a conversation, which turned disrespectful (Meares & Oetzel 380).

It continues to tell us how the two decided to confront her that afternoon to ask whether she had a problem with them. She wanted to tell them yes, but <https://assignbuster.com/a-case-of-mistreatment-at-work/>

she was scared and did not know how exactly to say it in a way they could understand her feelings. She also felt uneasy to confront them so she denied. Peter and Alex, on hearing this, they justified their wrong actions (Meares & Oetzel 384).

The story also tells us how her boss Tom further mistreated Jessica. Despite having problems with Peter and Alex, Tom does not give her a chance to explain her side of the story. Instead, he thinks that Jessica lacks team spirit that is essential for the department. He extended her probation period despite the fact that she had been exemplary in her work and knowing very well what she was going through with her teammates (Meares & Oetzel 385).

The story further talks of how Jessica tried to find out whether she was the only one going through the problem. She decided to talk to a few other employees whom she thought could have been sharing her perspective and experiences. What Jamal, told her on her experience was shocking. She told her that the organization had no morals at all and mistreatment, especially to people of color was the order of the day. She decided to seek her Aunt Maria's comments about the problem. Maria told her that people had disrespected her too. She added that she tried to educate them and teach them some manners but it never made any difference (Meares & Oetzel 386).

Works Cited

Meares, Mary M, and Oetzel, John G. " A case of mistreatment at work?" Case Studies for Organizational Communication: Understanding communication Processes. Ed. Keyton, J, and Shockley-Zalabak, P. Los Angeles: Roxbury, 2006. 379-388. Print.

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