

Human resources paper

Business



Human resources paper Human resource management Many conceptual theories and researches on the status and their effects on individual work and self-esteem have been made. They in a deep sense offer an insight on this delicate issue of individuals' status in organizations. Individuals in an organization are very sensitive to the issue of status, which has been a constant subject of research by many scholars. In many theories that scholars have built on, individual's perception matters. This is done with respect to how they feel others view them, especially in high rankings. At the end of the day, an employee's level of self-esteem and job productivity will depend on the treatment they get from their peers and seniors in the work place. Judgements based on the individual's status are known to have a negative impact on those individuals with high status. This is because those who perceive themselves to have higher status than others will demand to be treated differently from those with lower status.

Reducing status differences among individual is a good and important way to address the issue of individual productivity based on status. I believe more good results can be found as status is seen to have an impact on job satisfaction and procedural fairness at work. Individual's sensitiveness with regard to approval ratings means that the moment they are made to feel inferior, automatically their self-esteem becomes broken. This mostly have a greater effect on those who possess high value status. Thus reducing this phenomenon will help cushion them in the event of them being made to feel less deserving (Lyndah et al, 2009). Personality problems too can arise when high status individuals too feel badly treated- like getting angrier or not engaging in future associations with those persons who treated them unfairly.

In an exclusive study, we conducted on salespersons of electronics' shop, we asked them how they feel when their managers and supervisors treated them according to jobs. Many said they felt mistreated while others said they felt greatly undermined more than their colleagues who had higher status than they did. This in essence showed the disparities that occur when there is an acute difference in terms of status. While it has been showed by other similar studies and research, the phenomenon is inappropriate. Human resource managers need to identify with this problem and find ways of solving it, because it has a direct impact on employee work morale. It is only fair to work in an equal environment where individuals are of equal status, where employees feel safe and secure and where they are offered equal work opportunities and promotions.

Reducing status difference in an organization can bring harmony, teamwork and enhance high work rate that will have a positive impact on the output. It makes the management focus more individual skills and work ethics rather than their status in the organization. In relation to human resource, it provides a perfect environment for individuals to have high work ethic. Employees will be able to work together, foster unity. Management will in turn to work in harmony with the subordinate. They will value employees' performances, give praise to those deserving, and punish those who make mistakes wisely. Management can hence reduce status difference by offering equal promotion opportunities, treating both genders equally, reducing favouritism and unfair punishments.

More importantly is the conceptual framework of reducing status differences in the work environment. Since that is the place many employees spend much of their time, it is paramount that human resource developers continue <https://assignbuster.com/human-resources-paper/>

to zero in on status differences.

References

Lyndah, G., Veronica, H. P., Philip, S. & Catherine, T. (2009). Strategic Human Resource Management : Corporate Rhetoric and Human Reality. Oxford: Oxford University Press.