

Management behavior



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The paper "Impact of Managerial Behaviors on Employee's Productivity" is an outstanding example of an essay on management. The objective of this memo is to inform all the first-level managers of the impending merger of Interclean with EnviroTech company and the changes that are about to take place after the merger. It outlines how the productivity of an employee can be affected by a manager's behavior, the management's action that is in line with the employment laws and how to manage diversity within the workplace. In any organization, productivity depends on many factors such as the procedure and systems in place, management skills, quality of materials being used for production and the overall behavior of the managers. A manager who is very hostile and unapproachable can influence the productivity of the subordinates negatively because most of the time employees work out of fear and cannot generate any new ideas for the company hence affecting their creativity. Managers should learn how to look for the positive aspects of the employees by trying to learn the potential of each employee and always appreciating the good work that they are doing. Every manager must try to balance the personal and professional aspect of an employee so as to motivate them (Bell, Desmond, and Antill 2006).

The factors that are used to motivate the employees in order to improve on the productivity of an organization involve; rewards, appraisal, a positive culture, and support. Managers must be at the forefront in providing proper communication, displaying good leadership skills and behavior within the company. They must be able to provide feedback on the mission, goals, good performance so as to positively impact on the productivity of the employees. Effective communication by the managers also has an impact on the performance of the company. For example, if a problem arises between

employees, it is imperative that the manager listens to both parties to avoid giving personal opinions bent towards one side without hearing from both parties.

Managers must be able to provide proper leadership to their workers as this can have a cost effect on the organization. If the managers' behavior has a negative impact on the employees, then there will be high labor turnover, high rate of absenteeism and eventually productivity will be affected.

Employees who are not motivated often produce poor results in terms of less quality work and low production.

Under the Employment Act, it is important for the employer to know that they should not discriminate any person on the basis of their religion, race, color or gender when it comes to employment or termination of any person.

The employers are required to act out of business necessity and not personalization of issues while employing people. The American Disabilities Act also serves to warn employers against discriminating physically and mentally handicapped people. Any decision that the employer makes must not be based on a disability and should not have a salary scale different from that of the able-bodied people. Disabled persons must not also be discriminated against through the issue of pre-medical tests, interviews or any other form of inquiry (Bell, Desmond, and Antill 2006).

The Employment Law also protects people who are over forty years against being discriminated against on the basis of their age factor in areas of recruitment, promotions or dismissal. The law allows the employer to use the superiority system so long as it does not favor some people only. Under the Equal Pay Act, the employer is required to pay the female and male employees the same salary without discrimination on the basis of gender.

Every employee is also entitled to be given a family leave for at least 12 weeks, to attend to other family issues and health matters related to their close relatives.

Managing diversity within the workplace means that all the contributions of an employee are recognized so that they are able to attain their full potential. In every organization, people come from different backgrounds, races, gender, and religions and it is important that any organization must be able to manage diversity for the benefits of the organization. The first and most crucial step in addressing diversity is for the managers to understand that people have different values and norms and are entitled to their opinions. People must be encouraged to talk freely about their differences and this will create awareness amongst the workers (Stockdale, and Crosby, 2004).

Changing attitudes and behavior is not an easy task and it requires that managers must be able to commit themselves in managing diversity. The managers must be able to listen to other people's opinions, invite other people to contribute their views, they must be able to properly communicate using proper grammar and use a language that does not foster mistrust amongst the employees and once any problem arises they must show leadership in problem-solving. Managers must understand all the aspects of a diverse environment and provide mentorship to all the employees of the organization. A good human resource strategy can be very helpful in managing the diverse workplace by providing good and proper policies, good working practices and processes. Managers must be able to address issues to do with the female employees and training in areas such as behavioral values, proper language, mannerisms as well as training of how to cope in a

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multicultural environment.

When a manager is able to treat employees satisfactorily and manages the differences in the workplace, then this motivates the workers and they are able to improve on their productivity leading to higher growth for the company. Good policies also motivate employees as they are able to work without much pressure and therefore the management has to consider their policies well.