

Productive and counterproductive behavior paper

[Psychology](#), [Behaviorism](#)



Productive and Counterproductive Behaviors Paper * * University of Phoenix
* Instructor Julie Wilson * November 14, 2010 * * * * * Productive
and Counterproductive Behaviors Paper * Organizations strive to achieve one
main goal and that is to be productive. No business wants to go under or
stay in the same position year after year not growing. One does not have to
really know the definition of productive and counterproductive because the
word its self say plenty. To me, productive behavior says achievegoalsand
completing tasks. Counterproductive says just the opposite.

This paper will analyze the relationship between productive and
counterproductive behavior in organizations. The paper will define
productive and counterproductive behavior; describe the impact that
productive and counterproductive behaviors have on the job performance
and the overall performance of an organization. I will also recommend
strategies to increase productive behavior and decrease counterproductive
behavior in organizations. * Productive behavior is defined as employee
behavior that contributes positively to the goals and objectives of the
organization (Jex & Britt, 2008).

Productive behavior is the type of behavior just about every organization
wants to have in their employees. Productive behavior types are those who
want to achieve tasks and work great with the other employees to achieve
those tasks. Counterproductive behavior can be defined as a type of
behavior that goes against the organization in achieving goals. Example of
counterproductive behavior is late for work, procrastination on assignments,
and not returning on time for breaks so that some one else can take theirs.
Productive behavior and counterproductive behavior relate to each other

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because they involve people. Productive behavior is most likely to have a positive impact on an organization. Productive behavior type employees tend to complete more tasks in shorter time or meet the deadline proposed by management. Productive behavior affects the organization in accomplishing goals. The organization performance for productive employees will show in maybe revenue. In an organization, counterproductive behavior has a negative impact. The job performance from an employee who has counterproductive behavior shows up poorly in evaluation, tasks, and in revenue.

The impact counterproductive behavior has on the organization can affect the organization. A company loses money to pay employee who does no work on the clock. A counterproductive employee can turn productive employees into counterproductive employee because of their lack of motivationsome might be influenced easily. * There are many strategies management to increase productive behavior and decrease counterproductive behavior. To increase productive behavior management can reward those employees for their job performance. This will help keep up the motivation for productive employees.

By offering incentives, employees will be quicker to complete tasks in an overall productive and effective manner. To decrease counterproductive behavior, management needs to look at the employees they can help and those who are not up for change. The best solution is just to terminate the employee who is not up for change, so that this behavior does not become contagious. A proficient way to minimize the amount of counterproductive

behavior is to make sure that employees understand that there are penalties for nonproductive behavior in an organization.

By allowing employees to comprehend the negative effects of counterproductive behavior, an organization is making the fact that a counterproductive behavior is unacceptable aware to the entire employee staff. This should make employees who normally exemplify counterproductive behavior more aware of the negative effect they are having on the organization and that there are consequences for their negativity. * In conclusion, most organizations have two types of behaviors. The types of behaviors are productive and counterproductive behavior.

The two types of behaviors are noticeable in the workplace. The one working, come into work on time, first to arrive last to leave, and excited about work is the employee exemplifying productive behavior. In order for an organization to be successful, management has to choose which behavior to uphold in the work place.

References Jex, S. M. , & Britt, T. W. (2008) Organizational Psychology. A Scientist-Practitioner Approach (2nd ed.). : John Wiley & Sons. ** . * * * * *

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