

# Human relations movement essay examples

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A classical approach to management gives more focus on administrative procedures as well as the bureaucratic approach. It gives more emphasis on productivity of the organization other than the welfare or motivation of workers or employees. This approach is no longer relevant because it does not take into consideration the informal relations or interactions among workers in an organization which are of great essence.

Human relations refer to the interactions among people in the context of cooperative movement, conflicts as well as group relationships. It basically entails reasons why the beliefs and attitudes as well as behaviors lead to relationship problems among people both in work environment and personal lives. Human relations movement therefore entails analysis of the human behavior, preventive strategies as well as resolves such behavioral problems in the work environment.

Human relations movement is a matter of great concern due to the age of information. Rapid changes in technology lead to changes in the labor structures as well as the interaction between workers in an organization. The employees may find it difficult to respond to such changes easily due to technicalities involved, this therefore gives workers stress in a bid to embrace the rapidly changing technology. The rapid changes in technology have a negative impact on the work force because human interaction and contact are reduced which further weakens the spirit of motivation among workers ( Forsythe, 2012: 18)The efficiency in technical operations without human contact cannot fulfill the objectives of an organization. The interpersonal relations enhance virtues like courtesy which are of great importance to the image and goodwill of the business.

Many developments have given rise to the growing importance of human relation movement both in the private and public sectors. The developments in the workplace have therefore led to the need for human relations movement.

The changes in the structure of an organization are caused by mergers, bankruptcies, acquisitions, business closing as well as outsourcing of business activities and services to foreign countries. Recent changes in the structure of companies have led to layoffs in America. These changes in the organizational structures and ownerships often lead to layoffs of workers which in turn lowers the morale and mistrust of leadership and management of organizations. Employees are therefore demoralized by restructuring practices. There is therefore a need for human relation movement in order to protect workers in such cases of changes in ownership of organizations as well as layoff practices. Human relations movement is therefore of essence in ensuring that the interest of workers is catered for ( Forsythe, 2012: 22). The growth in income inequalities has created a climate of distrust and resentment which consequently increased the wage gap among individuals in America. This big rift or wealth gap between citizens of America leads to increase in poverty levels as well poor health conditions due to inaccessibility of health insurance.

The human relation movement is of the essence because it leads to changes in the work patterns therefore creating new opportunities and challenges. These will help in creating more employment opportunities where employees can work on a part-time basis thereby making extra income as well as boost their living standards. This also makes professionals to indulge in the

provision of consultancy services in a bid to boost their experience as well as widening their sources of income. Human relations movement therefore plays a vital role in order to take care of the rights of those people working in self-employment as well as part-timers or temporary jobs.

The organizations are more concerned and involved in the provision of services to the patients, clients or customers. The economy therefore relies on the service sector and service industries. The relationships in the workplace considered more crucial than products. This is more vivid in the banks, airlines, hospitals as well as restaurants and retail stores. This is basically aimed at retention of customers as well as boosting loyalty of customers. Human relation movements are therefore of great importance in ensuring that employees are well motivated in order to facilitate good relationships with customers and clients of the business (Kruse, 2012: 28). Human relation movements are also of great concern in order to curb the problem of incivility in organizations for example the disturbance caused by phone calls in the organizations which further interrupts business activities which includes time wastage in meetings as well as poor attendance to customers or clients. The activities of the human relations movement will help in boosting the etiquette and boost communication in the workplace. Diversity in the workforce has also facility the need for human relations movement in order to cultivate the culture of appreciation in the organizations since people from different cultures has perceived things differently. (Kruse, 2012: 16). It is therefore necessary to ensure that employees as well as customers from different parts of the world appreciate the services of the organization.

In conclusion human relations movement is a vital activity in ensuring the adoption of the current changes in technology both socially, economically and political aspects. This has played an important role in ensuring that the welfare of both employees as well as clients is considered despite of changes in the structure of the organizations.

## **References**

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Kruse, K. M., & Tuck, S. G. (2012). Fog of war: The Second World War and the civil rights movement. New York: Oxford University Press.