

Upward-downward communication

[Literature](#), [Russian Literature](#)



Effective communication is the key element of success in every organization, without it the will crumble. Verbal and nonverbal communication, when added to interpersonal skills, willingness to listen, ability to manage stress, and awareness of everyone's emotions is a powerful tool in creating an organizational workforce. To achieve this effectiveness, the upward flow and downward flow of communication should not be flawed. Superiors must have constant and open communication with their employees specially in conveying job-related information. This downward flow of communication is used to let the workers understand their individual functions, to give and clarify instructions, and to give advice on how they can be most effective in their individual roles. It is also used to provide feedback on individual performances which can greatly help boost an employee's determination to strive for perfection.

Employees channel sentiments to their supervisors and employers. Their higher-ups in return take actions in resolving and improving these needs. Upward communication also shows how well the workforce understood downward communication. It is a communication where the employee, managers, supervisors, and employers have an exchange of ideas and have a chance to contribute to making decisions.

Having these forms of communication produces a more established workforce who is committed to doing their jobs. It is where a great employer-employee relationship is forged. Disregard any part of this two-way communication and it will produce disasters. The organization will absolutely fail. It can result in an organization deviating from its goal and purpose, incompetent workers, unemployment, bankruptcy, and even death.

In response to my peers' responses, I would agree with both of them. For Kenneth, limited communication suffocates creative thoughts when the ability of subordinates to express themselves is taken away from them. This is true since it will make an employee feel unimportance and alienated. It is also true that lack of communication takes precious time, money and resources. On the point where bosses usually tell their managers what needs to be done, managers should have the ability to facilitate the ways and means to achieve that goal and effectively tell it to his workforce.