

How to use the idea of cognitive dissonance to encourage employees

[Business](#), [Management](#)



The paper "How to Use the Idea of Cognitive Dissonance to Encourage Employees" is a wonderful example of a management assignment.

Cognitive dissonance can arise whenever there are conflicting ideas with regards to certain tasks at work. Alan did not quite know what to do when he was offered a higher salary while working at a position which was lower than his current job focus. He solicited advice from me and I was unsure what exactly should be the way to move forward. I told him to measure the pros and cons that came with the new job position which was being offered and since money held a very important tangent within his working ideology, I told him to place it at the topmost echelon whilst gauging what held more importance (Scott-Kakures 2009). This was a serious case of cognitive dissonance as I really did not know beforehand how to solve such an anomaly.

I believe that cognitive dissonance could be used to best effect by the employees themselves whilst remaining in the workplace domains since they can always weigh in the benefits and the pitfalls of both sides of the equation. This would eventually make them stand at a firm ground and rationalize their decisions in the line of what exactly is correct and what stands against the same vindication that they have reached. Therefore it would be adequately sound to suggest that cognitive dissonance can work to good effect for the sake of the employees if they believe in this phenomenon, which indeed is for their own betterment if seen within the correct settings. Workplace dynamics are usually difficult to ascertain at times, but it is always a good practice to keep away the negativities which could arise from cognitive dissonance on most of the occasions.