

# Organization behavior

Business, Management



Number Section Promotion comes side by side with wage increase. The higher you climb up the company ladder the higher your income would be. In the case of Michael Simpson, he has reached a milestone in Avery McNeil. Since he is already reached the managerial post, he concluded that he would be receiving one of the highest pays in the company. At first compensation was not an issue for him. He was happy with the promotion alone. He was happy and contented with the company that he is working for and his satisfaction level rises even more with the promotion that he received. He did not inquire on how much raise he would receive when he was told about the promotion. Being in the company, Michael achieves his goal as an employee and as a person.

Michael had a slight setback when he found out that there were a couple of managers, who came in the company later than him, were receiving higher salaries. The only consolation that he was thinking after reading the memo was that he was the one given the largest amount of increase. It seemed that even if he was giving all his best, he was still given the least amount of salary among the employees with the same status as his. There was a point that he wanted to quit his job and look for another that will give him a more competitive salary than what he was receiving. He was faced with the dilemma though that if he does look for another job, he would be starting his career all over again. He also thought of the negative effects the company will have when he does leave it for another. The company might loose bills and clients. He might destroy the company that he helped to build with his goals and visions.

One of the reasons why salaries are kept confidential by the company

amongst their employees is that it may cause envy and intrigues. It will turn a quiet and productive place into a disruptive one. When Michael and Dave Burton found out about the discrepancies on their salaries, besides the obvious jealousy that they felt, they wanted to leave the company. This is disregarding the fact how the company have helped them and built them to be the employees that they are right now.

If ever Michael won't quit his job, the information that he knew would have positive and negative consequences on him. He can make this information as a motivator for him to strive more. It is not for his boss to see that he would need another promotion but yet letting his superiors see that he also deserves a better compensation just like the other managers. On the other hand, he may get discouraged and become envious of what the others are receiving. He may get discouraged that instead of just minding his own business, he would compare his work to the others and won't give too much effort since he was just receiving a partial amount compare to his peers. The workplace would not be a place for a healthy competition among peers instead it will be a place for jealousy and gossips.

It is all up to Michael on how he would channel the information that he found out. If he eventually did decide to stay with the company, he should prove to his superiors his worth as an employee. Set aside the monetary factor, it will eventually follow if the company will succeed further. His efforts for sure will be noted and who knows he would be given the same amount or even more than what his colleagues are receiving. What matters is that he is happy where he is and his goals are being fulfilled. Success is not measured by the amount of money a person has.

There should not be any changes in Mike's organizational commitment if he truly loves his job. There should be a sense of loyalty within him that made him stay. He stayed because he wanted to not because he needed to. If he loves the company and stayed with it, he would help it grow not destroy it. If he makes that workplace a chaotic place, he will not just ruin the company itself but also his career in return. Positive outlook in life will attract positive outcome eventually. It may not be visible right away but it will always be noted of.

#### Works Cited:

Johns, G. & Saks, A. Organizational Behavior: Understanding and Managing Life at Work (8th Edition). Pearson Education Canada. 2011.

Nadler, D. A., Tushman, M. L., & Hatvany, N. G. Managing Organizations: Readings and Cases. Boston: Little, Brown[TT1]. 1982.