

# Working with employees

Psychology



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Working with employees A working climate determines the kind of output you get from your work. Employees require a good environment to be work around in order to give high yield in productivity. Employees are human labor that require motivation in order to continue functioning. In a research reviewed set up by an interview, managers provided certain information on employee behavior. This essay seeks to expound on such information in order to understand how to manage employees for the best productivity. It also emphasizes interactions between employer and employee and that of employees amongst themselves. Employee behavior is important as an internal factor of growth. Managers evaluate such behavior in attempt to enhance what the organization has to offer from the inside and which normally is not an interrelation matter between organizations(Calhoon, 1983). Since employee behavior affects the output and image of an organization directly or indirectly, it is important to ensure that behavior is checked for excellence. Good managers reward good behavior in order to encourage further compliance at work. They also point out undesirable behavior in order to correct it and yet improve the image and productivity of an organization. In order to correct behavior, it is necessary that the behavior be first pointed out by formal means like a letter of complaint. A complaint letter should outline undesirable behavior sufficiently. It should express concern than rebuke while implying authority at the same time. Authority is useful in reducing the effect of leniency and the advantage an employee may take of a friendly relationship with the employer. It is important to maintain formality in the process so as to be taken seriously. Formality allows an employee to weigh their options and correct their behavior. A complaint letter should be relevant and brief to ensure that the

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employee is not completely discouraged and demotivated. The employer should seek to compliment them where they are good and assure them as much as possible that their weakness will only enhance their overall performance. Business should not be afraid of approaching dishonesty among workers. Other behaviors that could disrupt a good working environment include, theft, misconduct at work, alcoholism and womanizing. Defiant behavior is also a common behavioral problem among workers. All these behaviors affect productivity since theft robs the organization of its resources. Managers of an organization should be stern with such behavior in order to shun it completely at work. Misconduct may affect relations between workers and other parties, it is also an issue to the public image of the organization. If an employee is rude for example, or violent he might cause harm on clients and shun them away. Harm on other persons also imposes cost on the organization when the organization should be maximizing its revenues and reducing expenses and costs(Richard Percival Calhoun, 1976). Alcoholism is among the most common forms of behavior that affect the way an organization runs. It affects concentration on work and the general outlook of an employee so that they are not presentable. It might be a cause of accidents at work. This leads the organization from focusing on its functionality and main purpose to address such accidents and cater for employee's medical bills. in dealing with alcoholism, firms should ensure programs of educating workers on the effects of alcohol at work. Firms could also provide rehabilitation services for its staff in an effort to help employers gain a grip on their lives. it ensures that they return to work and are effective at their positions. Helping a worker reform is a way of giving to employees as staff and management, it gives them a sense of belonging and more

confidence in the firm. This increases motivation in such workers (Dessler, 2009). Employees also form cliques that pose no real danger at face value but which could injure productivity of the firm in a period. Hanging out together is not a business or management problem, it however reduces the time workers spend at work and they steal time just to spend time together. This habit eats into the work time thus reducing productivity. Cliques may only be formed outside work. In order to address company interaction behavior among workers, the organization should ensure multiple short breaks in shifts so that every worker interact with as many others as possible. Managers may also organize events of its own to allow for interaction among workers by holding fun days and dinners. This way, employees are discouraged from interacting during working hours. They are also not denied a chance to know each other. The behavior of employees is therefore a relevant aspect in production process. It ensures improved productivity and looks out for the workers. It also provides employees with the opportunity to know what kind of management they have. References Calhoon, R. P. (1983). *Managing Personnel*. New York: Harper and Row, . Dessler, V. (2009). *Human Resource Management*, 11/e. New York: Pearson Education. Richard Percival Calhoon, C. A. (1976). *Influencing employee behavior*. McGraw-Hill, .