

Organizational motivation and leadership



I for one have experienced my own conflicts within the workplace at the organization where I was employed, one in particular was memorable and at the same time, I learned a lot from that experience. My experience took place while I was working in Alaska at a homeless shelter for battered and abused women and children starting in 1996 and ending in the year 1998, which is the time I left Alaska for warmer weather. My experience taught me a lot on how to deal with co-workers, handle situations with my supervisors, and the director of the shelter.

This experience is sometimes difficult to handle, and is not as easy as other people to discuss however; this experience I felt was perfect for this paper.

My Experience: The Organization The organization I was working for was in Alaska and was linked to the protecting victims of domestic violence from their abuser. I am not going to name the exact name of the organization to avoid potential issues with my former employer and to protect those who still use the program. I will say the organization is non-profit, they help women both older and youth whom have fallen victim of domestic violence.

The organization works with those who are in need, providing educational opportunities, basic needs, counseling, temporary housing, and employment resources as well as protection from the abuser. I worked in the section of the shelter that provided child care.

In total, there is about 20 employees, 15 full time and about five part time employees. The organization occupies a large sized building with capabilities to shelter up to 150 women and children. The organization's headquarters is in Kenai Alaska, **My Experience: The Situation** My situation is adult

orientated and at some times, became very uncomfortable. As not working at the time and was looking at potential job opportunities in the area.

Was sitting in a coffee shop enjoying my coffee and this lady came up to me and began talking to me. She told me about the opening at the organization, this person told me all about the duties, pay, and other important bits of information which caught my interest. I was put in touch with the hiring director and we hit it off like we had known each other for years. We went through several interviews, the application process, and the background check.

Once I satisfied the requirements and past the background checks, I was offered a job at the organization. In the meantime, the person who introduced me to the director kept in contact with me.

She later told me that she was Bisexual. Wowed up to the shelter for work on my scheduled start date and submitted all the information that was needed for me to get in the system. Everything went great for a while. Then one day, the lady who connected me to the job asked me on a date with her husband. Told her that I do not have relationships with people I work with as a matter of policy and also informed in a polite manner that bi, or gay.

After I told the lady that I was not interested, she began being very rude, refused to work with me, and even at one point said owed her because she got me the job. I took the lady into my classroom and explained that I got the job on my own credentials and had nothing to do with what she did. I also explained to her in clear language that I cannot date co-workers because it was against the organization's policies and that I was not bi or
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gay. I politely asked her to back off and accept the fact that I was not interested.

Over time, the lady that wanted to date me and after introducing me to the job, became very mean, made my work difficult, and even tried to get me in trouble at times. At one point, she suggested I be let go because was work well with others and was not good enough with the children.

In fact, I had a 100% attendance, the women and children worked with loved working with me, and I was doing top notch work. This lady became angry, spiteful, and mean because I turned her down after she felt I had the job because of her. After I had enough of her actions, I brought this to the attention of the director.

The manager interviewed me, discussed it, and to my dismay, the director did not file a report and or talk with the lady and left it to me to deal with the problem.

This really left me at odds since I was being treated badly by my co-worker and my director was not going to do anything about it. In the end, the person who was being mean and mentally abusive to me at work found another job and moved to that job which was out of town with another agency. It Was not long after the incident, I left the organization because I did not feel I was being treated right and people in charge seemed to not care very much.

Motivational Theories: Applied To My Situation I feel this is difficult, I do feel though that perhaps Maslow's theories have something to do with this person behaviors. Maslow's hierarchy of needs is concerning why employees do what

they do, these levels include several evils including satisfy basic needs, safety, intellectual and psycho-emotional needs such as esteem, belonging and love, and self-actualization, however; it is proven that Mason's theories are not a proven predictor of employee behavior ex, S. M.

& Bruit, T. W. 2008).

I feel like that the best approach would have been to approach the situation with the idea that this was a conflict and it must be addressed. There are many theories and ideas concerning conflict management. I feel like that of course since this is related to adult topics that the approach to deal with this conflict could come from different views.

There are many types of conflict theories, however, in this case I was being a victim of sexual harassment although not direct, the harassment was still present and difficult to deal with.

There are many ways to handle this conflict. The first thing that must not be done is ignore it. Make sure that you tell the person doing the behavior that it is not k. I did do this action and it did not go well. The person while I was telling her accused me of trying to ruin her job at the organization.

In addition to talking to the aggressor, it is important to keep notes of the incidents but it s important to keep track on material that is not provided by the employer. Use your own note book, voice recorder or some other medium to record the incidents.

Reporting the conduct is a next step. This step can be daunting, unnerving and hard to do for some people. Some people are afraid of what their

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management villa do, especially if the office is slanted towards one view or another.

While reporting the incident, keep in mind whatever you tell your employer can be revealed to others in the organization. One of the most important issues to do is not to quit your job (Sexual Harassment Practice Group 2010). Once the incident is reported, it is important to remember that retaliation is against the law.

In my case, my director did not escalate the issue and tried to keep it internal.

This is one reason ultimately left the organization, I felt as if they did not have my best interest at heart. Wish the director would have followed procedure and allowed the proper steps to be taken so could have seen a resolution. In the mean time, I was enduring this person's harassment and only myself, my director and the aggressor knew of the incident because my manager did not report it up the chain of command s required.

My Situation: Organizational Role In my situation, I was asked to date a fellow co-worker and declined at which time harassment and poor treatment directed at me by the person who asked me to date them ensued.

I followed the regulations, asked the person to stop and told them how I felt. I reported the situation to my director and still, it continued because my director refused to take steps. Human resources should have an active policy on sexual harassment and also training for employees on how to prevent, report, and follow through if there is a case.

However, prevention education should be an organization's goal in the first place placing a high priority on disseminating material on sexual harassment and how to avoid, prevent, and deal with of course adhering to federal and state laws along the way.

In an organization, sexual harassment is dictated by the Civil Rights Act of 1964 (Brinkman & Pallid, Michele Antoinette, 1991) the act has defined sexual harassment as being sexual advances that are not welcome or asked for or suggested, asking for sexual acts, or other forms of , physical, non- physical, verbal and non-verbal sexual advances.

When the unwanted advances interfere with work, a person's wellbeing, and mental health at home, at work, or in everyday life is illegal (Brinkman & Pallid, Michele Antoinette, 1991). In the case of an organization that is aware of sexual harassment, they must act immediately with urgency to deal with the situation. The sooner an organization acts, the sooner the behavior is ended and the sooner a message can be sent to other employees that it is not ok and will not be allowed. The organization must take reports, interview the victim, aggressor, witnesses, or anyone involved.

If need be for appropriate reasons, law enforcement may need to be called to file a report depending on the extent Of the advances.

Sexual harassment in an organization is most unwelcome, not only will that effect their bottom line, it hurts employee morale, work effectiveness, and results in at least two people being taken out of work so they can deal with this. In some cases, an employee may be let go and the on-boarding costs for that position will have to be paid again. Sexual harassment for an

organization is expensive no matter what way you spin it. My Situation: The Role of Power and Influence According to Doom, L.

Green, C. , Hodgkin, N. S. Et al, “ Both men and women hold several sources of power. The authors theorize that leaders should use their power for both preventing and eliminating this unethical behavior of sexual harassment in the workplace” (UP 1, 2003). As the statement above states, women and men have their own power and often try to exert that power in the work place when they feel they are entitled to the object or individual they are targeting.

It is clear that in my situation, another woman tried to exert her power over me to get me to date her because this woman was the reason I found out about the job.

Also, according to this woman, she felt I had the job because of her and did not consider that I got this job based on my merits as an childcare provider and advocate for domestic violence victims and employee. The woman felt her reasoning was enough to sway me to date her, and when refused she took the issue with that because in her mind I owed her, in this case, this would be the power this woman felt she had over me; I had this job because of this woman and thus, owed her. This is what assume she would think and this is what feel is the power and influence this person thought she had over me.

When I addressed the situation with this woman, I made it clear that I was not interested, I explained to her why, and my reasoning. I made it clear I do not date co-workers and am not bi or gay, yet this escalated into what it

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became. Would have liked to had it resolved at that point, when told her to Stop and why. However, the situation escalated until I brought it to the attention of the person doing the behavior.

However, it was not discipline that ended this woman's behavior, it was her leaving the organization shortly after kook the issue with the woman.