

# [Introduction to organizational communication assignment](https://assignbuster.com/introduction-to-organizational-communication-assignment/)

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Organizational socialization process has three stages. These stages are Anticipatory socialization, Encounter, and Metamorphosis stage. The Anticipatory Socialization stage occurs before an individual enters the organization. Throughout this process, the individual learns about working, learns more on the position and the organization. The Encounter stage is the second phase which occurs when the individual enters the organization, “ point of entry,” when the employee encounters life on the job. According to Miller (p. 123), the individual relies on predispositions, past experiences, and the interpretations of others.

The last stage, Metamorphosis occurs when the employee made the transition from outsider to insider. I remember my second job, but my very first real job; It was at a pharmacy and one of the pharmacists, whom I am close with, tried to make a joke and I just did not find it that amusing, or I might have but I was the newbie and very shy. He told me I had no spunk, I was very serious and that I should let loose. I said, “ yes, I do” in a shy tone of voice, and he started saying later on when I get settled I will probably be annoying just as the other girls.

Throughout time, he was right. And, yes I was annoying. I chattered away everyday, non-stop and always tried to keep conversation flowing. I guess for some individuals it will take time, most will settle in faster than others, but it also depends on the ambience of the environment and of the executive officials. The job I am now was very difficult for me to settle in. I had two factors, one my mother has been employed for about 12 years, and two, my boss is fierce, well she shows that she is fierce but in reality if you are working with her she is not all that bad.

The problem with my mother is that I did not want people looking and seeing me as my mother’s daughter. I was thinking what if they perceive me to be exactly like her, or they expected me to be something else just because I was my mother’s daughter. It took me a while to settle, but now I got the hang of things. I still feel a bit unsettled here but that’s fine. Organization Exit is a process not an event. Individuals anticipate this process, and this process influences both those who leave and those who are left behind. Due to this process, employees who are left behind experience motional feelings, such as being happy or sad. According to Miller (p. 135) the exit process can have effects on the families of those who leave the organization. Miller discusses how men are seen as masculine and are supposed to keep the family structured and by working, men are able to maintain their families. Miller also explains how communication plays a big role during the exit process. She discusses how communication can create disengagement, when messages lead to motivate the employee to seek other job opportunities outside.

Communication also serves as a sense-making resource, especially when the organizational exit is confusing or unexpected. Third, communication patterns might change as the leave-takers role shifts from inside to outsider. And lastly, communication for social support is important when trying to relieve stress that often occurs in the post-exit stage for both leavers and stayers. The similarities between the Organizational Socialization Processes and the Organizational Exit process are that they are both forms of processes, which individuals must undergo. They are like a step-by-step process, which exist everyday.

The difference is that in the exit process communication can disengage co-workers to interact amongst one another. One might feel jealous that the other is succeeding and will stop interaction and make their last days impossible. The other might feel regretful because now they must take on all the work. At my job, my supervisor scored an unpaid internship as an administrative assistant leading to a project developer internship or any position in the company. On Wednesday was her interview and Thursday when she came in she had discussed to our boss that it went really great.

My boss asked a bunch of questions, such as how old was this female, what is her job title, how long was the interview, why was it so short, how long was the ad posted because if it was long then there must be something wrong with the company, etc. My supervisor told her that because the Director was busy and not in that day, that the lady who interviewed her was going to take over the hiring process, and my boss said that’s not true. Our boss told my supervisor that before she gets the position she will definitely have a second interview and that if they do not contact her by Monday, then she was not offered the position.

Everything my boss was saying was very negative and rude. My boss then asked when is my supervisor able to start if offered the position and my supervisor said explained that when she first applied she put down March 14 because she was calculating her two weeks notice from the date of her application and when my boss heard that she went ballistic. She was saying oh no you can not start to work for them on the 14th because you HAVE to do your two weeks notice and give us that time to find a replacement.

Right then and there I said to myself, this is the support we get. The internship relates to supervisor’s educational background and for my boss to try and tell her that she can’t leave and to let the company know that she is unable to start the 14th. My supervisor was upset; Friday came (yesterday) and my supervisor received an email stating that she was offered the position. My supervisor wrote back asking if she is able to start the 22nd to give our employer enough time and if that will be an issue that she will work something out with ABC.

My boss was not in on Friday so Monday we will see what happens. I am off Monday, but as days get closer, I am feeling emotionally stressed. Now, all the responsibilities will be held upon me since I will be the older employee, yet I only have 4 months here. And, now I know not to tell my boss of any future interviews I might possibly have because I noticed a change in people once they found out my supervisor might or might not be leaving. They do not communicate as much and its like they are waiting for her exit-point.