

Alcoa's open work spaces

[Sociology](#), [Communication](#)



“ Alcoa's Open Work Spaces" 1) What barriers to organizational communication are overcome by this type of working situation? “ Verbal Communication" is overcome by allowing employees almost every opportunity to communicate within simultaneous group-member interaction by networked computers. Allowing escalators vs. elevators, every level management have an open working space rather than private offices. This allows considered responses. Verbal Communication cannot always substitute for written word. The more “ Written Communication" such as written interaction within an organization by allowing communication to be done with the most input by providing communication to e-mails, access to letters, memos, outlines, reports, procedure manuals,. Barrier's that are overcome by this type of working situation include: “ Filtering by Levels": by the company allowing everyone from different hierarchy's of the company to work in open spaces this allows removal of physical and structural barriers that delay decision making and responses rapidly to changing customer needs. 2) What problems can arise in such an open environment? The “ grapevine" problem could arise spontaneously through social interactions and carries nonofficial messages between and among the organizations members. It is usually the word of mouth and can penetrate the tightest security. It is fast, difficult to stop, and maybe a support for or an obstruction to management efforts. Management levels can become barriers as they interpret information and pass it along. Communications that pass through several hands can delay the process. Lack of trust and openness in workers may occur which causes communication problems. Status hinders some employees from communicating openly. 3) What kind of workers or work

might suffer in such an environment? Workers that may suffer in this type of environment display differing perceptions. Conflicting non-verbal communications during work could occur. Distraction to employees due to unnecessary noise may arise. Rank of status in the company could be an issue to workers. Therefore lack of trust and openness could happen in this type of environment. Inappropriate span of control could potentially happen resulting in pure chaos and ineffective reporting. Everyone who is sending or receiving a message could be affected.