

The human and professional values of managers: impact on profession essay

[Business](#), [Management](#)



The Human and Professional Values of Managers: Impact on Profession “

“The value concept... [is] able to unify the apparently diverse interests of all sciences concerned with human behaviour.” [Rokeach, 1973]_ According to Stephen R. Covey, values are internal and subjective, governing people’s behaviour. ” (Stephen T.

Covey, *The 7 habits of highly effective people*). As discussed in class, for a good manager to inspire followership and be a good leader he has to have a clear value system of his own. Whenever he will make a choice his value system will come into play.

For example: every manager has a set of goals to achieve, some might try to pursue them through hard work, ability, talent whereas another manager might follow hook or crook. Also alignment of person’s values with his organisation plays a pivotal role in his job satisfaction and organizational commitment. Importance and impact of values is so high that sometime due to diametrically opposite personal and organisational values, a person might be traumatized for life, high turnover rate, absenteeism. And this contributes to managers not being too self-assured. As their decision have either direct or ripple effect on other employees, share holders, customer and interest of organisation.

So companies’ exposed to similar problems will come up with different solutions depending on their value system. (Andrews, 1989) For example suppose an organisation plans to divest its business division and it gets both internal and external offer. Since employee of that division are better informed and have too much at stake, they support management’s bid. But

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for a shareholder, premium over the asset value offered by bidders was more important.

The manager has to weigh advantages and disadvantages of offers and has to reconcile the interests of the employees and of the shareholder by being completely professional and not biased. According to Harvard business Review, 1989 in this situation the internal offer was selected keeping various factors in mind. Bibliography Friedman, M. : 1970, ' The Social Responsibility of Business Is to Increase Its Profits', New York Times Magazine 32(September 13), 122-126.