

# Paper for management

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



Management Paper Training managers to deal with unwanted behaviors

Unwanted behavior is common in a majority of workplaces all over the world.

Unwanted behavior often results in poor performance among employees and

significant losses to the organization. Managing relationships among junior

employees and managers is essential to reducing unwanted behaviors in an

organization. In this scenario, managers are not properly handling their

differences with employees. Managers are resorting to using demeaning and

disrespectful words to employees. A high-involvement strategy will be

implemented to help revert unwanted behaviors. A high involvement

strategy focuses on engaging employees to contribute collectively to the

organization's performance. Training junior managers to increase their

involvement with junior employees will reduce unwanted behavior among

employees. Managers will be on the importance of efficient communication

between themselves and employees. Junior managers will also be with the

knowledge about mechanisms to detect and solve problems efficiently

(Ciavarella, 2003).

Guidelines used by training managers to increase the ability to deal with

unwanted behavior.

Getting to the root of the problem is one of the primary concerns, in this

case. Training managers on how to accurately detect a problem among

employees will be fundamental in solving this problem. Early identification of

a problem that workers are facing might protect the problem from escalating

into a verbal or an emotional confrontation. Managers will be trained to

inform employees clearly on what is of them. A comprehensive job

description to new employees will help them know what the manager

expects from them. After informing employees on what is of them, performance standards will be implemented to evaluate employee performance. Contrasting performance measures against employee performance will indicate which and where employees are facing problems. Managers will be trained to engage employees properly when coming up with performance standards. Highly engaging employees mainly contributes to reducing conflicts between managers and junior staff (Ciavarella, 2003). Managers will also be on how to maintain effective communication between themselves and their supervisees. Mostly, conflict arises when there is no proper channel of communication between employees and management. Managers will be trained to be tolerant of the diversity of employees from different backgrounds. Employees might be in conflict because of their personal and cultural differences. Training managers on how to handle diversity and be open to individual differences will significantly reduce conflict between employees. Managers will be encouraged to conduct constant short informal meetings with employees to find out their problems. Managers will be trained to handle conflict boldly. Being honest towards employees when they do something wrong is necessary for dealing with conflict. Managers will receive a guidance on how to empower their supervisees to make decisions on their own. Empowering employees reduces conflict of interests between departments and reporting hierarchies (Ciavarella, 2003).

Benefits and drawbacks

Benefits

Heavy employee involvement will raise their morale and increase their

overall commitment to the organization. Engaging employees more will result in a better working environment that can lead to a reduced number of conflicts between them. Empowering employees with decision-making authority will quicken the production process and contribute significantly improving the quality of the organization's product (Ciavarella, 2003).

#### Drawback

High- involvement might lead to increased channel of communication. Increased channels of communication complicate the communication mechanism in an organization which can in turn result in conflict.

Monitoring manager's performance when dealing with unwanted behaviors. A performance standard will be set to measure how well managers handle unwanted behaviors. Managers' performances will be regularly reviewed to determine how efficiently they implement the knowledge acquired. Support will be for underperforming managers (Ciavarella, 2003).

#### Works cited

Ciavarella, Mark A. " The adoption of high-involvement practices and processes in emergent and developing firms: A descriptive and prescriptive approach." *Human resource management* 42. 4 (2003): 337-356.