

Business management and organizational behavior

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



The factors that Jasper Hennings needs to think about while settling on his course of action are the culture of the business, values, and beliefs which are being followed, management, and employee aspects of the organization. Jasper Hennings also needs to consider the mental status of the employees while committing the offense. He requires holding up a session with the guilty employee, talking about the issues, and the motive behind the actions. Jasper Hennings needs to judge all of his employees similarly and should be strictly avoided in the prevailing scenario while judging and making a decision about the course of action with Henry Darger (Richard, L. D. & Marcic, D., “ Understanding Management”).

Answer to Question 2

In the Rio Grande Supply Company, the expressed cultural values and beliefs include honesty, integrity, and a reverence for every individual employee. In addition to the expressed cultural values and beliefs, other subconscious values and beliefs include interest, motivation, trust, and adopted norms. In Rio Grande Supply Company, conflicting norms and values are present. Henry Darger, the chief of operations, has been found to be guilty as he violated the company’s internet policy and used the internet to surf certain unauthorized sites. The policy clearly stated that none of the employees are allowed to use the Rio Grange’s computers for everything except the business-related purposes. Besides this, Henry Darger is being hypocritical towards an employee as he fired the lady employee for her offense. However, he himself is identified to be violating the company’s policy and it raised a conflict between the norms and the ethical values of working culture, as watching adult pornography-related sites in working hours at the

office is strictly offensive. And, any failure to follow the rules and policy would hamper the image of the company. Henry Darger is one of the administrative members should be an example himself rather he is violating the policy himself. In case of conflicting values in an organization, the precedence should always be provided to organizational set values and norms rather than any individual's conflicting deeds (Richard, L. D. & Marcic, D., " Understanding Management").

. Answer to Question 3

In relation to the provided case study, it can be stated that Jasper Hennings needs to handle this tricky scenario tactfully so that the organizational point of view and credibility is upheld at all the instances. The situation can be handled by Jesper Hennings by not terminating the employees in question i. e. the female employee and Henry Darger. A chance can be given to both of the employees. As a punishment to the committed violation, employees would be entitled to suspension for an allotted period of time without pay. It would be a wise step to cover up the wrongdoings of the employees as the company's reputation can be questioned. A meeting should be held including all the employees of every department to talk about the issues, and systematic regulation of the policy should be implemented. The company's policy related to internet access would be reviewed. The company would elaborate on the importance and revise components of the company's policy in the meeting. Further wrongdoings commenced by the employees would not be accepted by the company. A division would be established to look after all the wrongdoings of the employees and any wrongdoing instigated would be reported to the President himself. And above all, access to

unnecessary websites would be forbidden to prevent such events from occurring in the future, and tracking of websites searched by an employee can also be administered to keep a vigil on employees' actions. These steps, as the cultural leader by Jesper Hennings, would send a clear message to all concerned that the organization is strictly against any violation of norms and values and would not tolerate any misdeeds regarding internet accesses by any employee (Richard, L. D. & Marcic, D., " Understanding Management").