

# Questions



Organizational discipline flows from top to bottom, meaning thereby a disciplined boss is more likely to have disciplined subordinates and other fellows than that of a loosely disciplined boss. Subordinates are commonly more encouraged and affected by the behaviors and habits of their seniors than other techniques like incentives and disciplinary actions. Secondly, evaluating a fresh employee on his punctuality is seldom a rational approach in the absence of reasonable display of discipline by the higher level business hierarchy. However, in most of the organizational and business setups the lower level employees and especially the new entrants are scrutinized more severely on punctuality than those of the senior level managers. Despite not being ideal, the approach has some rationale which cannot be negated altogether. Senior level employees and managers have several business commitments beyond the routine work hours and more often than not they are bound to their tasks and targets instead of time. This however, should not leverage the habitual delays by senior and they should set a better example for their juniors. 2. No, I think that employers should not have the right to regulate the after-hours social activities unless they have an impact on the workplace productivity. The activities that might have a direct effect on workplace productivity provide a potential leverage to the employer to devise regulations to avoid them but these must have a direct impact. A major issue that may evolve from meeting at the work place is the social stress and anxiety resulted that may ultimately have an effect on work place environment and the projected output. Often these workplace social interaction causes uncalled for rifts among employees which creates room for regulations to avert such circumstances. 3. In most cases office relationships should fall under the domain of working relationships which are

neither classified as friendship nor enmity but they are simply pleasant. The management does not have to ban out of office relationship to control these legal issues rather it has to devise a mechanism of promotions, demotions, and discipline strictly based on office policy guidelines. The office management has to ensure that sexual harassments, undue favors and use of discipline at personal discretion is blocked and they are purely based on performance and personal attitude. The legislation to control these legal aspects ought to be across the board with a special emphasis over the supervisory level. 4. Obviously, if relationships can have an impact on office environment it is true vice versa. But its intensity is relatively mild in this case and can be managed rather easily. A perfectly happy couple for example can manage the stress of office environment through their cordial relationship and can devise a mechanism to keep its devastating effects away of their marital life. In most cases it is easily manageable because of intimacy and absence of a personal grudge. More often than not, a truly intimate relationship even if not of a couple can sustain the pressure of souring office environment. It is usually more intricate to avoid negative impact of a souring relationship over the office environment than to avert the negative impact of a souring office environment over a good and intimate relationship. Works Cited Web Publications Kupritz, W., Virginia. "The Dynamics of Privacy Regulation: A Conceptual Model for HRD and Organizations." scholar. lib. vt. edu. The University of Tennessee, Journal of Industrial Teacher Education, 2000. Web. 19 July, 2011.