

Professional rivalry is
very common in all
businesses

[Business](#)



As public servants, these employees were all dedicated, conscientious, hardworking and very efficient at work. However, differences were noted from them individually and that is how they handle work pressure.

Although

Employee No. 1 is easily stressed and outspoken, she is number 1 in fund generation campaign, a great contributor for the branch target on deposits.

Employee No. 2 produces output also. Employee No. 3 is outspoken and easily stressed too, but a great contributor in fund generation campaign of the branch and contributor as well for achieving results of other branch.

In short, she's well rounded. Aside on the difference on length of service they have rendered for the company, their individual work contributions also count.

The three (3) employees were being called by their supervisors on a close door meeting regarding their applications for promotion. Employee No. 1 was informed by the head that her application is not approved.

Employee No. 2 was informed of her application for promotion is approved and luckily with two steps upward. Employee No. 3 was informed that her application is also approved but with only one step upward. Such decision made by their supervisors was the starting point of professional rivalries among these employees and even demoralized the affected ones.

Positive and negative reactions were received.

Verbal dispute as expected had personally affected them. They even confronted each other and ask what was so special about the employee to deserve this 2-step promotion whereas if heads were really that objective, such promotion is deserved by Employee No. 3 or they can equally give promotion for the three contenders, not denying anyone of them because they all deserved it. As to Employee No. 2, what can she say? Nothing, it is not her decision anyway. But who would want to refuse such a promotion.

That starts a new challenge for her, to prove her worth. QUESTIONS: 1 .

Professional rivalry is very common In all businesses. Is it an advantage or a disadvantage? 2. What is the effect of a demoralized employee In a company ? Or Is there a demoralizing boss? SOLUTIONS: 1 .

Professional rivalry Is a waste of time. Spending so much time worrying what someone else Is doing Is not a healthy long term actively. On the other hand, If one Is to be analytical, this can be a powerful vehicle for self-discovery.

Learn where you are kea, what values you cherish and the opportunity for growth Is an advantage of this rivalry. 2. One of the reasons why an employee Is demoralized Is because of “ feeling undervalued”.

One recognition for an employee’s job well done/ great work an employee feels demoralized, he may create conflict in the workplace, or may influence others to be the same. Aside from demoralized employees, there are demoralizing bosses too. And in this case, objectivity is really needed.