

Entitlement in the workplace

[Business](#)



**ASSIGN
BUSTER**

“Entitlement in the Workplace” According to the recent researchers, the young employees have the sense of entitlement in the workplace. The employee entitlement in the workplace creates several issues and workplace conflicts. It affects the business performance of an organization on many levels. Major of the young employees around the globe are entitled to various special privileges. Due to this entitlement issue, the young employees are finding it difficult to earn the appropriate reward basis on their performance level. The young employees generally demand for preferential treatment (MacDonald 4). Therefore, they get into several conflicts and issues with other employees on their job in the workplace. These young employees have more problems with the management of the organization comparing to other employees within the organization. According to several research results, this specific phenomenon is increasing. It is one of the important concerns for the future of the businesses and operations of the organizations around the globe. Employee workplace entitlement is one of the hot-bottom issues for several business owners or the organizations. Several employees within an organization think that they are owed something in order to show up. However, this employee entitlement has assessed a cross section of the employees in an organization in order to develop effective conclusions. Nowadays, managers of several leading organizations are reporting lot of challenges and problems associated with these. Generally these employees have few unrealistic expectations and an effective resistance towards the negative feedback and appraisal. Basically workplace employee entitlement involves an inflated view of the individuals. At the end of the day, managers of the organization are finding that younger and new employees are strongly resistant to anything, which does not involve rewards and praise for good

<https://assignbuster.com/entitlement-in-the-workplace/>

performance and effective job responsibility. According to the researchers, these things are somehow related to the recent corporate scandals. The sense of entitlement from the younger employees is becoming pervasive. It is also evident that, those who demand for more have straight forward negative reaction to any kind of criticism. These individuals generally take advantages of such environment of workplaces where there are too much regulations are involved. It generally addresses the conflict level with the supervisors and unwillingness to look critically at individual work performance. It is evident from several research works that, leaving the job or consulting about the problem with the managers are the only solution to overcome the issues or avoid the conflict. Individual problem or conflict handling is an effective way to sort out the issues. Coping with problems can create job stress and workplace conflict in an organization. Expectation is a critical human characteristic. People always expect a good reward after completing a task in the workplace (Davies 688). Workplace entitlement can occur due to several reasons. Individual financial greed, in adequate organizational policy, poor management process and lack of experience in the organization, lack of effective training and orientation programme within the organizations are major reasons behind the workplace entitlement. In an addition, it is evident that the young employees are generally suffering from these organizational conflicts and issues. The senior employees within the organization generally take the advantage through the fresher within an organization. Workplace employee entitlement generally reduces the productivity of the organizations. Lack of healthy work environment and high entitlement can affect the business process of the organizations. It is important for an organization to collaborate the employees in a small group

<https://assignbuster.com/entitlement-in-the-workplace/>

to achieve desired business output. First of all it is important for the organizations to create effective policy and regulations to control and minimize the risk of workplace entitlement. The managers of the organizations should follow the guidelines to maintain the unity within the group of employees. Last but not the least; the senior employee need to take the initiative to train and guide the junior and young employees. The young and junior employees need to be motivated enough. Effective motivation and self-confidence level will help the employees to focus on the job responsibility. The managers should equally divide the job responsibilities between the senior and young employees. Effective controlling and monitoring of the managers will help to minimize the possibilities of workplace conflicts. Transparent organizational policy and healthy work culture will help the new employees to avoid the conflicts and workplace entitlement issues. Currently the multinational organizations around the world have been focusing more on developing integrated organizational culture along with technology enabled workplaces to enhance the productivity of employees. High workplace entitlement and conflict level can create huge corporate greed. As a result the organization can face several financial troubles in near future. Work Cited Davies, Alex. Workplace Law Handbook 2011. London: Workplace Law Group, 2010. Print. MacDonald, Lynda. Wellness at Work: Protecting and Promoting Employee Health and Wellbeing. London: CIPD Publishing, 2005. Print.