

Let1 task 3



There are five bases or sources of power in any given organization. Today I will describe and explain these powers. First is legitimate power. This is a formal power that is derived from person's position in an organization. A person's level of legitimate power is directly linked to their ability to coerce or reward others. The scenario for this power is in the corporate mission statement which implies that the duty of all employees is to help clients improve their real estate sales. With this statement the power to reward their employees is given.

This also influences the hiring practices of the company as well. From the CEO to market manager it gives them the legitimate power to influence their employee's rewards. Next is Coercive power. This is a person's ability to impact negative results from failing to comply. Within the given scenario of this task, this ability is demonstrated by Employee number 2. As the only CPA (certified public accountant) in the company, this person is responsible for the financial statements and the timely filing of these statements.

Because of this the company has given Employee number 2 a shortened work week of 4 days. This effectively demonstrates the coercive power of Employee number 2. Reward power is the next in the five bases of power. This power is the converse of coercive power. Reward power is defined simple as positive benefits or a person's ability to distribute rewards that others people or groups may view as valuable. Within the given scenario the marketing manager wields this power in the form of yearly bonuses. We see the true interaction of this power on Employee number 1.

Employee number 1 plans to take a vacation, however this employee will be unable to do so without the bonus provided by the marketing manager.

Therefore the marketing manager has the power to reward Employee number 1. This is also an example of dependency and power. Next is Personal power. Personal Powers is the sum of every individual's unique characteristics. This is the most difficult of powers to describe. The sum of an individual's unique characteristics defines their level of expertise and admiration from other in the company. In the scenario given Employee number 3 demonstrates this power.

This employee was able to use their charisma, and positive attitude to positively pitch a new program to the entire department. The entire department was then energize and excited to start the new program. Expert power is next. This is a power that an individual based upon skill and knowledge. For example we would say that a doctor has a high level of expert power. In this scenario Employee number 2 demonstrates the expert power. This is because he has the skills and knowledge, not to mention certification to prepare the financial statements.

The relationship between dependency and power is a very interesting balance. I think it is true to say that a person can only have power over someone else if they are dependent on them for something. For example in the scenario Employee number 1 was dependant on the Marketing manager because they need the bonus to be able to go on the planned vacation. Or in another example the company itself was dependant on Employee number 2 because they needed their financial statements completed. Again it is a give and take with dependency and power. To have power you have to have something someone else needs.