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POSITIVE CHANGE IN THE WORKFORCE

Organizational Behavior Practices that Foster Positive Change in the Workforce

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In order to have a successful business with a motivated and dedicated workforce, organizational behavior needs to be understood. Organizational behavior is referred to as any kind of behavior emanating from the structure and culture of the workplace (McGinnis, n.d.). Positive change can be fostered in the workplace by various practices that can be carried out by managers to guide organizational behavior. These practices include in-depth planning, requesting feedback, thinking as a group and using tools to measure change.

Proper planning needs to take place in order to influence positive change in the workplace. This preparation needs to be carried out in advance, or else any change that occurs may either not be positive or may not last. When change is to be carried out, it is necessary for organizations to plan for this happening by ensuring that all risks are minimized and all returns are maximized (Bazerman, 1998). In this way, businesses try to get the most positive effects from the change while reducing the chances of negative influences. The idea is to foresee any possible problems and challenges, and then be armed with this knowledge to seek to reduce them from the start. An outlet that is recommended by Shelia K. McGinnis (n.d.) is the use of workshops that can assist the workforce in identifying their own prejudices in relation to their peers and remove any misunderstandings for more effective communication.

Evaluation systems are nothing new to organizations and many use them to measure whether or not job requirements are being met. As an alternative to a standard annual evaluation, a system of positive feedback could be instituted. Whereas a yearly evaluation may do little to influence positive change in the workplace, a positive feedback system may increase levels of motivation and acceptance of change. It is a means of re-training employees to now emphasize

the positive side of their behavior in the workplace, and by extension they will concentrate on positive change instead of focusing on what they may be doing wrong as a result of the instituted changes.

Many authors have written about the necessity of unity within the workplace with regards to fostering positive change. Workers who are brought together through a common purpose provide great benefits to an organization undergoing change. This concept is especially significant for the healthcare sector, as within this industry, collective knowledge is essential (McGinnis, n.d.). In addition, it is not only enough to encourage unity within the workplace, but it must be done on a regular basis by emphasizing the shared identity and purpose of the organization. Within the workplace, if employees feel as if they are all united by a shared purpose, they are more likely to work together to carry out positive change within an organization.

Change in the workplace can be measured in a variety of ways, as there are many tools available. Organizations often make use of surveys. This useful tool can assess the level of employee willingness to change in relation to changes in culture, structure or business practices. Once the change is implemented, surveys can also be conducted to measure the level of effectiveness of the change. Employee opinions are useful means of feedback to monitor and continue to evaluate the change. Organizations will also build employee commitment by using their input via continuous testing and evaluating in order to foster positive change in the workplace.

Change can be difficult to implement in any workplace. Human resources are an organization's most important asset, and it is essential to use organizational behavior practices that foster positive change in the workplace. By carrying out

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extensive preparation and planning before the implementation of the change, requiring feedback from employees, encouraging group thinking and constantly monitoring, measuring and evaluating the change once implemented, an organization will encourage positive change in its workforce.

References

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