

2.6 EFFECTS OF EMPLOYEE ATTITUDES

Employee attitudes and behaviours are usually related either one way or another, so when an employee has a negative perspective of their job, or a supervisor, or the organization as a whole-then they are less likely to care about their job performance, disregard their supervisor or

try to cause problems with them, or not consider anything that would benefit the company as a whole. This just worry about doing just enough in their job and get paid. However, if an individual likes their job, they will take pride in doing it correctly, if they like their supervisor- they are more likely to communicate and participate with them. If they value the organization as a whole, they tend to look for ways to improve the company as a whole, even when they don't ask to do so.

Negative Employee Attitudes

- Not only can negative attitudes have detrimental effects on an employee's productivity and health, but these attitudes can be infectious. Other employees quickly pick up on negative attitudes of co-workers and often adopt them as their own.

2.7. PERSONAL AND ORGANIZATIONAL VALUES

Human relationship are based on one's personal and organization values.

Personal Values ←———— Human Relationship —————→ Corporate Values

- Personal Values are Values that individuals hold and allow to guide their activities including work.
- Organization values are composite of personal values and more that is the sum of all the parts in greater than individual.

Following are combined personal and organization values.

1. Business Ethics
2. Commitment
3. Honesty/Integrity
4. Loyalty
5. Courtesy
6. Work/Leisure Attitudes
7. Visionary Leadership
8. Mutual trust/Mutual Respect.

One should check the following in respect of personal and organizational ethics.

- Is it legal?
- Is it balanced?
- How will it make me feel about myself?

2.7.1 Personal Values are:

There are Five principles of ethical power for individual

- Purpose
- Pride
- Patience