

Work Attitudes

It has long been promoted that a positive work attitude comes about once workers enjoy job satisfaction. It is contended that a good working environment which is built on cooperation, good communication and good employer – employee relations, makes all the difference in stimulating and motivating employees. As a consequence, the workplace becomes a friendly place. What further contributes to how the employees view their workplace, is the importance they attach to team building. With this comes the demand for respect, discipline, order and the demonstration of a good work ethic.

Making employees feel appreciated for their efforts can make all the difference in their commitment to the job. If there is the loss of the feeling that no one cares, then indifference is likely to set in. This can impact on the overall team morale, create tensions and unwarranted behaviours. Engaging workers should always be seen as a priority. Sometimes, management or senior members of staff, tend to ignore the contributions of others. Some dismiss their co-workers based on the fact that these are junior members of staff, or because it is perceived that they lack either knowledge or experience. The non-involvement of persons in the life of the workplace, is undesirable. It is basically an act of exclusion, which may be considered by some as bordering on discrimination. In giving employees a listening ear, this sends a positive message that each one matters and that their input is valued.

Workers can be easily shut down or turned off where there is no encouragement, recognition, praise or congratulations offered. It is unlikely that an employee will be motivated where the individual is often the subject of criticism, ridicule and even considered as a failure. This can do more harm than good to the psyche of the individual. The likelihood exists that the productivity of the individual would be reduced. Inasmuch that there is a sense of despair, this could impact on the attendance and punctuality to work.

In today's work place where competition is high amongst workers and demands can be excessive by employers, this can result in negative attitudes displayed by employees. Many can become very intolerable of change, some may tend to be aggressive, non-committal, disinterested and indifferent in more ways than one. The loss of pride in one's work, the reduction in productivity, the non-acceptance of change, selfishness, the loss of respect for authority, apathy, disinterested and declining enthusiasm, are elements that can make a difference to a positive working environment and the success of the workplace.

In search for reasons for the poor work attitudes that are emerging in workplaces, it requires that there is an examination of what occurs at the management level. Questions may be raised

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regarding the generally disposition of management as this relates to decision making, communication, relationship with employees, treatment of employees, training opportunities provided for members of staff, the handling of complaints and grievances. Where bad management practices and responses generate from these, there is often a trickled down effect, where there employee resistance and the rise in internal conflict between management and employees.

If there are two things that can crate problems with the attitude of workers, these would be the failure of employers to pay the agreed wages or salaries, and to vary the conditions of work of the employees. In summary some employers stand to be charged for being exploitative. On the other hand, employees who attempt to short change the employer are to be condemned on their actions. Such include not being punctual, leaving work early, malingering on the job and giving poor customer service.

It is recommended to workers that there is nothing to be achieved by engaging in the practice of not having a positive attitude. You must set and live by your own standards. These include being punctual for work, honest, properly attired, the exercise of good deportment, demonstrate to others that you are reliable, responsible and caring. It would be good to manage your stress, emotions, and not allowing negativity to get the better of you. Doing your best at all times, should be what matter most of all.