Tamika Lynch

Omega Graduate School

Dr Jared Sorber

Organizational Dynamics

9/11/2023

Select One (1) Core Essential Element from the Syllabus Outline:

a. Asynchronous Cores 2 and 4: Create a 350-word original discussion paper (with cited sources) during the first week of the term. Post this discussion in DIAL Discussion Forum. Then, provide two peer responses of 100 words each (total of 200 words) in the Discussion Forum.

b. Professor will check for quality of content and word-count requirements. Grade assigned will be Credit or No Credit (CR/NC).

People Problems in Organization

The majority of my work environment in Trinidad and Tobago has been in the government system. Saying to Trinidadians that I work with the government has proven to illicit two major reactions: one where they assume that you rarely do your job or do it mediocorely and lack customer service. The other response is that they see you as privileged, as previous generations view a government job as a level of status that provides a level of permanency that other jobs don’t always have. This is a dilemma for me as I am not a permanent worker but contracted to the government; contracted workers, although we are paid more, we have fewer benefits than permanent staff. There is noticeable contention between some supervisors as supervisory roles can be held by someone less qualified but with more years in government service than their subordinates.

Destructive leadership is exhibited through patterns of behaviour recognized by many as harmful and deviant toward followers and the organization; this behaviour is not attributed to incompetence but to a leader’s voluntary engagement in such behaviour (Nadeem et al., 2020). This has led to a problematic work situation as it sometimes feels like unnecessary red tape while attempting a project. Exposure to destructive leadership behaviours can lead to demotivation of staff, decreased identification with the organization, and reduced work effort and deviance (Nadeem et al., 2020). An organization’s culture is responsible for the effectiveness of the work that is done, which ultimately, I believe the leader sets the tone for. The success of leadership is partly determined by the ability of leaders to develop their organizational culture (Arif et al., 2019). Unfortunately, my division’s culture set is one of competitiveness rather than collaboration between coworkers. There are moments of collaboration that are always more beneficial and lead to successful engagements. However, supervisors seem to thrive on this imbalance as they distribute work and resources unfairly to those who can best curry favour with them. In the youth development field, these internal struggles are not beneficial to the thriving of the young people we work with.

WORKS CITED

Arif, S., Zainudin, Z., & Hamid, A. (2019). Influence of Leadership, Organizational Culture, Work Motivation, and Job Satisfaction of Performance Principles of Senior High School in Medan City. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, *2*(4), Article 4. https://doi.org/10.33258/birci.v2i4.619

Nadeem, Q., Saeed, I., & Gul, H. (2020). Effect of Destructive Leadership on Workplace Deviance and Interpersonal Deviance: Mediating Role of Emotional Exhaustion. *International Journal of Business and Economic Affairs*, *5*(5), Article 5.