LDR 813, Organizational Dynamics

Cerita Buchanan

Omega Graduate School

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Professor

Dr. James Strecker

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

a. Weekend Residency: Create a 350-word original discussion paper (with cited

sources) during the week of the residency. Be prepared to discuss and engage

with other students during the live sessions. Post this document in DIAL.

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 Organizations**

People- problems in organizations reflect problems encountered by individuals which they bring into the organization, this differs from problems encountered in groups and teamwork dynamics within the organization. Individual problems however do impact group dynamics, organizational dynamics and organizational success. People-problems are universal and can be experienced in the home, church, school, organization and other social structures and systems. Therefore people problems in organizations become organizational problems if not dealt with effectively by leadership. As aptly stated by Strecker (2024), “human nature affects the nature of groups and organizations.” Organizational leadership is essential when dealing with people problems in organizations to help ensure open and effective communication and work through interpersonal conflicts that may arise.

Many problems in the organization stem from people-problems; this can be not only subordinates but also leaders and customers/clients, though often when studying organizational behaviour reference is made of people problems in relation to staff and in particular subordinates. People- problems include communication breakdown, employee morale issues, interpersonal conflict, low productivity among others (Riggio, 2018).

In seeking to address people- problems in organizations, the employee voice is important. In referencing Budd and Zagelmeyer (2010), Barry and Wilkinson (2016) “argue that employee voice can reach far beyond competitiveness and profitability, and can also shape the psychological and economic well-being of individuals, the physical and emotional health of a community’s families, and the quality of a country’s democracy. As a consequence, employee voice has important implications for public policy through governmental regulation of the employment relationship. In addition, voice in the workplace allows for workers to develop skills and values, which then have a role in broader society (Foley and Polanyi 2006)” (pp. 279-280).

As Christian scholar practitioners, leadership in working through people problems for constructive social change within organization and society at large is part of our calling to serve the world. The dynamics and interactions within organizations have been influenced by secular sociology and the introduction of theological and spiritual thinking is imperative for holistic social change.

WORKS CITED

Barry, M., & Wilkinson, A. (2016). Pro-Social or Pro-Management? A Critique of the

 Conception of Employee Voice as a Pro-Social Behaviour within Organizational

 Behaviour. *British Journal of Industrial Relations*, *54*(2), 261–284.

 <https://doi.org/10.1111/bjir.12114>

Riggio, R. E. (2018). Decoding the Workplace: 50 Keys to Understanding People in Organizations, by John BallardDecoding the Workplace: 50 Keys to Understanding People in Organizations, by John Ballard. Santa Barbara, CA: Praeger, 2015. 184 pages, hard cover. *Academy of Management Learning & Education*, *17*(2), 229–230.

 <https://doi.org/10.5465/amle.2018.0081>