**Organizational Behavior**

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**Abstract**

In the contemporary time, with so much competition and struggle for success, organizational changes occur. By complementing the previous reports and researches on the productivity and organizational changes, this paper identifies the effect of organizational changes on workers. Our findings show that employers compensate for their selective workers in order to get high-performance workplace practice. Evidence also indicated that the compensation to selective workers increase the inequality in income. Finally, this paper will provide you information about the correlation between employment and organizational changes. This correlation indicates that self-managed teams face more employment reduction, whereas other practices like the workers’ percentage engaged to the job rotation create less employment reduction.

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**Introduction:**

 International trade or foreign competition helps the domestic organizations to improve their policies and strategies to increase competitiveness. For this reason, many organizations have tried and advanced to enhance the performance. They are trying to improve the performance of their workforce. Many organizations reorganized their workforce through various practices include self-managed team, compensation plan, job rotation, training programs. This reorganization is usually known as high-performance workplace practices. Through the HPW practice, an organization can easily make skilled and efficient labor force.

 The progress of the HPW practices highly depend on the labors as labors do not accept the extra burden unless they find the profit or piece of gain in return. Therefore, wages of the reorganizing firm is higher than the firm who is working on the traditional pattern. The HPW practices are not applied to the whole workforce instead some selective workers gain training or interest from it. It brings the organizational changes which can be both positive results for the organization like wage inequality and high involvement of the workers.

**Discussion:**

 The workplace innovation firstly impacts the wages of the workers. This is because organizational changes can bring the high performance of the organization. Therefore employers get ready to benefit the workers in many ways. Employers introduce various programs and pieces of training to enhance the quality of their labor force. These training not only benefits the organization but also to the worker, as by enhancing their skills, they can seek better options outside their workplace to get a higher wages. The practices also make the non-marginal workers and low skilled workers to learn about working in a self-managed team. These practices can enhance interpersonal skills and can also decrease the problems of the organization through problem-solving skills.

 To ensure the positive results by HPW practices, employers often announce the higher wages. The increase in wages leads to the active participation and high performance of the worker. These are the workers who otherwise can be reason of the job security of the supervisor. The problem arises when the wages of selective workers increase rather than the whole workforce. It brings the inequality of income among the workers, and it increases the cost of the workers turnover. Evidence shows that the reason behind increasing the wages for selective workers depend on their performance and to keep them engage with the organization otherwise workers always try to find a better job where they can get more wage (“Strategies for Retaining Employees and Minimizing Turnover,” n.d.). Due to workplace innovation, inequality of wages occur.

 Inequality of wealth or income is linked to the negative outcome, but it does not always work this way. The increase in wages for some group of workers can be beneficial. For instance, if employers increase the wealth of workers who have command over the advanced technology like computer knowledge, information about the advance machines then the outcome would be positive. The average wage among the workers may show inequality, but it does not directly affect the workers with a low wage. Evidence shows that practices based wage increase does not show any impact over the greater wage inequality within the organization (Osterman, 2006).

 The practice of self-managed teams has a link with the higher reduction of employment and practice like rotational job leads to the fewer reductions of employment. For instance, evidence shows that self-management work team is more productive and can develop a creative management tool for the organization. It makes them multi-tasker, so they often think out of the box which can be progressive for the organizations. It enables workers to do the task like workflow scheduling, technical tasks, and management responsibilities. They serve as the building block for any firm; therefore, results in higher reductions in employment (Elmuti, 1997). On the other hand, job rotation does not increase the skills of the workers. They rely on the same traditional tasks or the task in which they are already specialized. Due to the limited skills, they may result in fewer reduction of employment.

**Conclusion:**

 The evidence concluded that with the increase in competition, organizational changes occurred. The organizations are introducing HPW practices to improve the workforce. The HPW practices bring three major changes. Firstly, the change in the wage rate, employers increase the wages of specific workers which are beneficial for the organization. It leads to the inequality of wages; still, it does not have a greater impact over the workers with low wage and organization. Secondly, self-managed teamwork is productive not only for the organization but for the workers as well. These workers may result in greater reduction of employment rather than the worker with limited skills and workplace practices. The overall impacts of workplace practices are positive for organizational innovation.

References

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