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Brown eyes/ Blue eyes

Throughout history, discrimination has remained a problem in societal and organizational well- being. In today’s world, many new trends are playing crucial roles in success of individuals, organizations and societies, therefore, the organizational hierarchies have started understanding the severity of the negative effects of discrimination. Discrimination not only distort a person’s mental health, rather it badly impacts his or her physical well- being also. At the workplaces, many people consider that the negative impacts of discrimination cannot impact the performance of other employees, however, facts suggest otherwise. Other people who share similar characteristics as the victim will start creating space for feelings like discrimination, hate, suppression and stress in themselves, which in any way will replicate on their performances. These negative emotions are much contagious as they result in spreading negative vibes among employees. The effect of discrimination develops the space for bad feelings which consequently reduce communication among employees, reduce teamwork and annihilates the focus and creativity of the people working for same organization. In order to avoid the potential problems emanating from discrimination education for all employees, encouragement and quick response toward such complains can soothe the negative results emanating from discrimination.

The concepts of the informational and decisional role remain pertinent in creating a case against discrimination. For example, the managers working at different organizations gather information relevant to anti-discriminatory practices to create an incomparable environment in their organizations. Such information is normally collected by analyzing the social media, news media and print media, as they remain the largest medium for disseminating the anti-discriminatory mechanisms. The managers then transmit the latest practices among the employees to reinforce a positive environment which resultantly benefits the organization in many ways. The decisional roles on other hand require making choices. For example, Mintzberg has authored four areas in which a manager requires making choices for adopting anti-discriminatory choices (Robbins et al. 8). Being an entrepreneur, the managers’ search for new projects, as handlers they take corrective measures, as resource allocators they allocate best persons at the task and finally as a negotiator they bargain issues among different units.

Works Cited:

Robbins, Stephen P., et al. *Organizational Behaviour by Pearson 18e*. Pearson Education India.