

Respect in a Diverse Workplace Term Paper

Respect is perceived to the value attached in dignifying oneself and others (Business Lobby Team par.10). In our daily lives, we have to deal with other people at one time or another. Respect comes into perspective when we have to relate with our peers and colleagues. Respect also involves giving dignity to oneself as well as other people's privacy, views, philosophies, abilities, beliefs and personality differences.

This paper outlines the importance of respect at the workplace and how an employee can earn respect in a diverse working environment. Besides, it discusses how an individual can show respect to colleagues and other employees at workplace.

Why is respect important?

People respect themselves when they feel that they are equally respected by others. When we are respected by other people unconditionally, there is a higher likelihood to be positively influenced by those who respect us.

Workplace relationships play a major role in ensuring that organizational goals are met. For an organization to work towards certain goals, relationship between managers and other employees as well as the relationship among other colleagues is of great importance. Relationship in various work places is enhanced by several aspects. These aspects include mutual respect, integrity and honesty (Mayhew par. 2).

The resultant effect of effective workplace relationship is cooperating towards a common goal. This is an important aspect that enhances profitability in any organization. Mutual respect initiates collaborative teamwork which in turn helps to push the organization policies towards the set goals (Mayhew par. 3).

Mutual respect among colleagues in an organization enhances productive working relationship. People become more open to each other and thus communication between employees is improved both vertically and horizontally. This move promotes a work environment that is flexible and results in improved productivity (Webster par. 3).

Mutual respect is a key aspect that enhances knowledge transfer between workers in an organization. When employees respect each other, they develop mutual trust and allow information to flow. It also enhances work relationships and at the same time helps employees to work as a cohesive team.

It becomes easy to solve problems when knowledge is effectively transferred from one person to another. Respect comes out as a prerequisite in actualization of the above mentioned components of knowledge transfer particularly in cases where ideas have to be created and shared among employees. In a workplace environment, the attitude of the group towards knowledge transfer should entail respect among each other.

In terms of sharing knowledge, it is worth to mention that positive sharing can only occur where members have respect for each other. In other words, a good workplace relationship is required for effective sharing of knowledge and skills. People will pay attention to information being passed on by persons they respect. In addition, willingness to contribute towards knowledge and information sharing occurs when people show mutual respect within small or large teams (Levine par.5).

An organization where everybody is respected enjoys significant benefits in its operations. In order to achieve a collaborative workforce, employers are expected to undertake extensive training of employees. This practice promotes mutual respect in an organization. It also helps to align the goals of employees to an organization.

Respect makes it easy to identify employees based on the position they hold. In addition, it increases their commitment in maintaining high quality work. Mutual respect helps to recognize the talent of employees and the contributions they make in the organization. The overall goal of respect is to increase a firm's profitability. This can be realized if there is workplace respect. In the event that high performance is needed, diversity should be integrated in the goals of an organization.

In other words, a diverse workplace is highly likely to produce the much needed work balance and productivity. Instead, mutual respect in an organization should be based on the ability of an individual to respect the skills of other people. In addition, it is imperative to mention that mutual respect is an integral parameter that can only be experienced in a diverse work environment. Moreover, respect helps in breed profitability in an organization.

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