

# Emotions at Work!

***Although the emotions are usually a big NO and considered very complicated issue to be handled in the professional life; there are some extremely remarkable benefits of managing the work-force with a little emotional touch...***

It's good to have a very disciplined, well-defined, practical and systematic model of work environment. However, not having any scope of humanly flexibility and super-rigid behavioural restrictions can often prove fatal for the organisation's reputation, image and future as well.

Businesses dealing with all-profit sectors based on robotic outputs from workers and employees might not experience much of a difference. But profiles demanding high intellect and creativity might severely suffer due to such emotional disregard.

*Let's have a look at some disadvantages of a pokerfaced work-approach...*

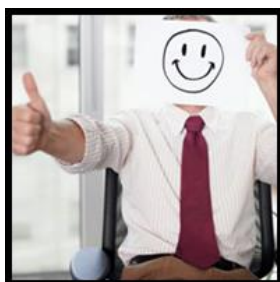
## **Fear Dies Soon!**



Handling the human resource with fear isn't a very good idea. Getting fired, detained, shunning promotions, insulting in front of other employees etc. might initially prove effective for getting higher results, but it doesn't really last long. With time, confidence and knowledge always manage to make their way through fear and ignorance; which ultimately creates a disappointed employee waiting for his day to fly away.

However, this limitation might apply to the hire and fire managements; which again has its own ill effects on a longer run.

## **Ineluctable Emotions**



It is amongst the most fundamental tendencies of humans to gradually get emotionally attached to company and its people, however restrictive or professional the situations might be. The system might be able to control or pacify it for a while, but feelings and emotions always manage to pop-up somehow. As such, permanently freezing emotions might become more of a psychological disorder than an ability of self-control or criteria of good professionalism. Organisations

that insist emotion-free ambience eventually start making employees suffocated by the cold-show and possessing a negative attitude towards the administration. This can have severe impact on the overall performance and delivered quality of work; which might not be notable instantly.

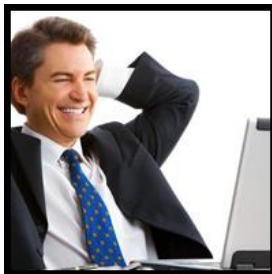
## The M-mindedness!

*Reaps what one sows*, very rightly fits here. A company dealing with its employees in a heartless manner, in return gets money-minded, time-bound and zombie-like employees. This leaves no scope for any kind of understanding or dedicational devotion towards the company, even in its not-so-good times. Aspects like personal involvement and proactivity start seriously lacking in such systems.



*If that wasn't good enough; here are some undeniable pros of having a free and semi-casual work culture of having enough empathy towards the employees...*

## I'm lovin' it!



You don't really need to own a McDonald's outlet in order to make your employees love you. It's not about over-pampering or giving anyone seamless freedom to act and behave in whichever way he desires. It's just some care, understanding, considerations and appreciations from time to time. When employees are in love with their work and organisation; its results can go way beyond expectations. Rare qualities like faith, trust and dedication come as by-defaults in such employees. However, the most important thing is getting the right guys that don't deceive the company or misuse the liberties. Most of the organisations behave cold due to some heartbreaks in past, did not keep up to the expectations of the liberal culture and proved disappointing. It might be little difficult and time taking for an organisation to segregate and filter out the right kind of people but it's not really impossible.

## That little Extra!

It might sound silly, but happy employees always manage to work harder, better and more effectively to give something more than needed. These 'littles' can ultimately make a very big difference to the organisations! The proactive workers can at times, come up with quite interesting suggestions to resolve many tricky and complicated organisational issues; which ultimately saves a lot of time and efforts. Many innovative suggestions and creative ideas can also come-up meanwhile, which can potentially give an immense boost towards organisational development.

