



EMPLOYEE IN THE ORGANIZATION versus PORTRAIT IN THE HOME

(An analogue and a contrast)

An *interesting phenomenon* can be noticed in the relative management aspect that an employee is more like a portrait which the organization sometimes hire based on pre decided or predefined requirement and fix at the place. But sometimes appointments are made to be deployed at the disposal and casual wherever the place is observed vacant.

When we have a wall without any suitable portrait, make us feel to find such portrait which not only suits on the wall but also soothes our feelings. We keep our search continue through various agencies and at various places unless we find it most suitable as per our requirement. We then place it over there and feel happy.

In the same way, when any organization has a well defined vacant post, it tries through advertisements and hires in accordance to the prerequisite norms and conditions. Thus, the vacancy is replaced by the most suitable employee of that hierarchy.

There are a few instances, when we come across one or more portraits in the open market and purchase without much bothering its right place at home. Then we search all suitable places and corners of the walls of all rooms at home, even verandah or even at kitchen and put it fixed without much affection.

The same happens in some organizations also, where a few employees, generally at lower hierarchy level, are hired at random requirement and their casual placement are done. Sometimes these employees are also treated casually and therefore cannot show their real attributes. They struggle for their recognition.

Sometimes, they are fired or they themselves retire without any much contribution. Exactly, the same happens with these casual portraits at home also. These portraits hardly get along after one or two whitewash and generally replaced by the new choices.

However, in contrast to say, friends, the employees are not the decorative items. Rather, they have to decorate the organization with their knowledge, skills and behavior. They could not expect to be dusted out by the organization; instead they are meant to dust out of the pending affairs to bring the works with more shining and surety.

Yet, there works some micro aspects in handling of the employees. Dusting their grievances and polishing their spirits and morale may work miracle in beatifying the organizational work environment.

About the Author :

PRABHAKAR TRIPATHI

M. Sc; M.P.A.; M.A.; B.Ed.

Assistant Registrar

Disha Institute Of Management And Technology

Raipur, (C.G.)

Mob.—09893594017, 09425020500; E-mail: pktripathi_prabhakar@yahoo.co.in

