Review Article

Organization Culture and Learned Helplessness

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Abstract

Since an individual alone cannot achieve the goal intended to be attained of an organization or establishment, it is necessary that people must be harnessed in the pursuit of an organization or establishment. However, in order that their efforts are meaningful and they are been tied in a meaningful relationship. This can be achieved by creating the arrangement called organization or establishment structure. The people in this structure work with the help of technology, machinery & expertise. When they continuously underperform then it create a feeling of uneasiness with the existing environmental conditions and their inability to change the same for the betterment.

Keywords: Team Management, Learned Helplessness, Frustration, Unethical Work.

Introduction

Now in nowadays world of Growth to a global or worldwide scale, when employees are approaching from various backgrounds and particular society at a particular time and place the organization or establishments are the grand schemes creators to bring consecrate to a concentrated attempt for the achievement of certain goals and goal intended to be attained. Since these goal intended to be accomplished cannot be achieved by an individual or a small group of individuals, there is a prerequisites of large amount of workforce which could be the right way positioned through division through division of labor, hierarchy of authority, duty assignment of responsibilities etc.(1) Which are prompted and implemented by HR department to productive and efficacious work force for organization or establishment?

In all the organization or establishments Human Resource Department is effectively execute various tactis or science dealing with detailed guides to achieve objectives set by strategy, so that and professional & sturdy organization or establishment culture can be formed(2).

The tactis or science dealing with detailed guides to achieve objectives set by strategy can be:

- Providing well-trained and well-propelled employees.
- Maximum individual growth and development of employee by training and advancement.
- Distinguishing and comforting individual demands and group goals by offering conquer monetary and non-monetary compensation.
- Accommodating individual/group goals with an organization or establishment goal.

- Creating gratification and self-substantiated employees.
- Developing strong & satisfying working kinships amongst employees.
- Maintaining high team spirit and good human coituses within the organization or establishment.
- Keeping ethical policies and behavior inside and outside the organization or establishment.
- Contending change to the common advantage of individuals, groups, organization or establishment and the society.

Therefore it becomes a straightforward and the most imperative responsibility of an organization or establishment to produce a good organization or establishment culture. Aforesaid tactics or science dealing with detailed channelizes to accomplish objectives set by elaborate and organized plan of act help organization or establishment to constitutional the system but over and above this employee of the organization or establishment are also an noteworthy factor in maintenance of good culture accordingly its necessary to empathize the human characteristics & its impact over organization or establishment culture.

To maintain that know-how various T&D exercises are prepared and imparted. Since this relationship brings forth fruits for organization in terms of revenue, profit, market share, yield etc. therefore every organization or establishment demand to continue a blue print of human behavior at work. Although there can be a definite ratio of input to output when it comes to other breathless factors of production, in the case of human beings there cannot be any such fixed ratio. Organization or establishment citizenship behavior of an individual helps him to alter his behavior in a convinced side so that he can be useful to the organization or constitution and can work as a element of team. It becomes requisite for a manager, to study human behavior within the circumstance of an organization or establishment, having understood it try to predict the human behavior and having auspicated it try to controlAppendices it. Now a day the composition; of the workforce has experienced tremendous change. The industrial worker of today is more educated than his similitude some two decades before (4).

He has to confront tremendous contest from his fellow workers to survive. In this competition some time they perform or underperform. They feel that something is found fallaciously but they do not find or consider themselves in a capability to check and change it. They encounter varied situations and events, which may be either controllable. Each person reacts or React favorably or as hoped differently to such situation. Uncontrollable situations may create the state of helplessness, which is likely to be a consequence of learning. After facing numerous uncontrollable events person tends to feel helpless and likely to give up trying even when the events becomes controllable. Psychologists depict this phenomenon as learned helplessness.

There are two factor plays an extremely important role while deciding the culture in organization or establishment i.e. individual factors and organization or establishment factors.

1. Organization Or Establishment Factors
Organization or establishment factors are Policies, Systems and Philosophies of top management which are made keeping in mind the anticipated culture for organization or establishment. In which individual factors are level of learned helplessness and organization or establishment citizenship behavior of employees.

2. Internal factors
Factors like job satisfaction, motivation, skill improvement that makes something more agreeable, quality of work life etc. bring down the feel of learned helplessness of employee. Factors Appendices like practices,
communication, super subordinate relationship; mutual advantage etc. improves the organization or establishment citizenship behavior. The internal factor i.e. learned helplessness and organization or establishment citizenship behavior combine, affects the organization or establishment culture, which finally result into the performance and productivity of employee.

Concept of Learned Helplessness
One may find individuals in the society who make argument that they do not like many things in the companionship, neighborhood, organization or establishments or establishments and jobs, but they cannot do anything to alter or annihilate all that seems undesirable to them. They feel that Appendices something is going wrong but they do not find or consider themselves in a capability to check and alteration it. They encounter varied positions and events, which may be either controllable or uncontrollable. Each individual reacts or replies differently to such situations. Uncontrollable situations may produce the state of helplessness, which like to be outcome of learning. After facing numerous Difficult to solve or alleviated events, the person tends to feel helplessness and is in all likelihood to give up trying even when the events become controllable. Psychologists describe this phenomenon as learned helplessness (6-9).

There is a variety of statement that makes something comprehensible by describing the relevant structure, operation given by various researchers. Like
1. Learned helplessness is a laboratory model of depression in which exposure to a series of unforeseen adverse situations gives rise to a sense of helplessness or an inability to cope with or devise ways to escape such situations, even when escape is possible.

2. It is a behavioral state and personality trait or The way something is with respect to its main attributes appendices of a person who considers that he or she is ineffectual, his or her receptions are futile, and control over reinforcements in the environment has been lost. It may be seen in depression. By other researcher it is considered as a state of over-dependency disharmonious with the degree of physical and mental disability.

Learned helplessness as a technical condition in animal psychology and related human psychology means a condition of a human being or an animal in which it has learned to behave helplessly, even when the opportunity is furnished up for it to help itself by avoiding an objectionable or harmful circumstance to which it has been subjugated. Learned helplessness theory is the view that clinical depression and related mental illnesses result from a perceived absence of control over the consequence of a situation (10-12).

Conclusion
The mix of skills has also altered; this has happen afterwards as a consequence in an increased level of work stress within the employees. Consequently it is very much essential to mould their behavior in such a way that they follow a common work culture and bequeathing ready to work in close intimacy with each other. So for higher organization or establishment effectiveness it is necessity to have a culture which prompted an individual to work as a team for putting its efforts in most productive manner.

References


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