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3/24/19

Organizational Communication Journal Entry

At Wayne State University, the organization Students for Israel, (S.F.I.) has a multitude of ways in which we communicate and the different types of relationships that form from this communication. The communication can be serious and no non-sense or friendly and relaxed. Depending on the person within my organization I will communicate differently. That being said the communication evolves when the relationship does. The two concepts that I am going to focus on are *Partner relationships* and *work place friendships*.

Partner Relationships are one out of the three types of differentiated supervisor communication styles. *Partner Relationships* are when the management/ manager has a personal relationship with the employee. Managers reveal more about themselves outside of their work life. The communication exceeds more than just tasks and commands. Regarding when decisions are being made the subordinates are asked to contribute and their opinion is valued. There is a joint effort, comradery, and mutual respect within the relationship. Often there is guidance, career advice, regular advice. This results in trust, promotions, work satisfaction, socializing, comfort and “what may appear to an outsider as a friendship rather than a work relationship.” (Kramer & Bisel, 2017.p66). In S.F.I., Yael is my supervisor. I would say that majority of the organization would agree that this is the type of relationship that we have with her. For example, our conversations have depth, we talk about our lives, our interest, our just whatever. Yet, we do not hang out outside of events within our own free time. We are close but still maintain structure and I still know that I answer to her.

Workplace friendships are when peers voluntarily form relationships which evolve into friendships with their colleagues. The friendship can also be formed between workers who have no work-related interactions as well. This happens in four stages: 1) friendship potential, 2) exploration, 3) casual friend, and 4) close friend. Friendship potential is when you start to see commonalities. Next, this blossoms into analyzing these commonalities, introspecting and asking if this can be a good idea to be friends? Succeeding this, communication and likeness increases. More information about one's self is shared; this is viewed as mutually beneficial and the relationship moves towards being friends and doing activities outside of work. Lastly, close friends are when there is trust. Both are devoted towards their friendship, open up to each other, hang outside of work, and being a support system for one another. The reason why I wanted to talk about this topic is because S.F.I for me this year has gotten a lot better since making friends within the organization. Stefanie and I hardly ever talked to one another last year, I was intimidated by her and she was too shy to talk to me. When she became president I thought, great this is going to be super awkward and dreadful. On the contrary, the more time we spent together the more we realized that we had shared common values and interests. Our friendship evolved and I can honestly say I would not be as involved and feel satisfied with my events if it were not for my friendship with Stef. In an article from CNN titled, "A guide to making friends at work." The article lists the Dos and Don'ts of office friendships. But the article also says this, "It can be in a manager's best interest to encourage friendships since they increase employee engagement, which helps with retention — an issue plaguing many companies right now." (Vasel, 2018, P.1) We know friends in the workplace give us a better sense of belonging, a better attitude and increased job satisfaction," said Jessica Methot, associate professor of Human

Resource Management at Rutgers University..” (Vasel, 2018, P2). Not only are friendships a key to productivity and work satisfaction but also eliminates turnover. Knowing that I get to work with my friends everyday makes me want to do better quality work and makes me feel like my contributions are a part of a bigger whole. I thought it was interesting how they put an emphasis on managements to help facilitate friendships at work. This completely negates classical theories of management and in a way disproves it. It is nice to see how far we have come with taking the right steps in creating a positive and productive work environment for everyone.

To conclude within S.F.I. there are different relationships amongst peers and subordinates. They are Partner relationships and work place friendships. These relationships fluxgate as does their communication within those types of relationships.

References

Kramer, M. W., & Bisel, R. S. (2017). *Organizational Communication: A Lifespan Approach*. New York, NY: Oxford University Press.

Vasel, K. (2018, September 30). A guide to making friends at work. Retrieved March 25, 2019, from <https://www.cnn.com/2018/09/30/success/rules-friends-in-the-office/index.html>