InternationalJour. of Manage.Studies.,Statistics & App.Economics
(IJMSAE), ISSN 2250-0367, Vol.2, No. II (December 2012), pp. 165-184

REDEFINING ORGANIZATION BEHAVIOUR AT WORK PLACE

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Abstract

a real hr benefit : by redefining : Workplace incivility is " low –intensity deviant behaviour with ambiguous intent to harm the target, in violation of workplace norms, for mutual respect. Uncivil behaviours are characteristically rude and discourteous , displaying a lack of regard for others." Research indicates that the industries with the collaborative style of conflict management are less likely to engage in uncivil behaviours. , while those who are a more forceful , aggressive style of conflict management are more likely to be uncivil as well as to be targets of incivility. Hence, to curb incivility have a policy and code of conduct aimed at encouraging respect. Role modeling and leadership training can also help incivility. Collaborative strategies can help people to be positive and feel comfortable and then less likely to be targetted to be uncivil.

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