MGMT1011: Organisational Behaviour

Assessment 2: Essay

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Perspectives influence every genuine relationship and are an important aspect of how humans interact with it and comprehend the environment (McShane, 2020). Stereotyping is inextricably tied to perception and is defined as a collection of thoughts or views about a person or a group that are based on personal features (McShane, 2020). Workplace stereotyping is frequent and has been found to influence employees' decisions about parental leave (S. Eaton, 2019). Traditional gender standards allotted to each gender, with the male being the primary breadwinner and the female being the caregiver, are among the complexities correlated with childcare leave (S. Eaton, 2019). Women who are mothers are much more inclined to have a lower income and are less likely to get a promotion than women who are not mothers. In comparison to males who are not fathers, fathers are considered as competent, dependable, and beneficial to employ (Hodges, 2010).

Although paid parental leave is gradually being adopted in Australian workplaces, there is growing issue about the stigma associated with it and the difficulties that both parents encounter upon returning to the workplace. According to the Australian Bureau of Statistics (ABS), just one in twenty men take primary childcare leave, with women taking 95% of all major parental leave (Australian Bureau of Statistics, 2017).

Conferring to a 2014 Human Rights Commission report, even when employers give convenient, equitable paid parental leave, just a small percentage of males use it as comparison to females who use their maternity leave (Australian Human Rights Commission, 2014). One underlying reason for this is the societal bias that influences fathers' perspectives (Heymann, 2017).

Furthermore, a Deloitte analysis discovered that the social norm of men not taking childcare leave is mostly motivated by fear. Over one-third of one-thousand tests stated that taking time off would "jeopardise their standing" in their existing positions. Moreover, more than half of those surveyed believed that spending time connecting with their newborn would be perceived as a lack of devotion, while an additional 41% feared missing prospects on professional initiatives. The analysis also discovered that the unfavourable manner workers and managers discuss parental leave internally amplifies families' worries, resulting in the majority of men not taking use of the absence reward (Deloitte , 2016).

Parental discrimination in the workplace is caused by perceptual group rules and categorical beliefs about gender roles. Stereotypes and prejudices cause problems for all people in workplaces. Men are not encouraged to take childcare leave because of the need to be the 'primary earner,' in addition to other cultural attitudes. Men in comparison to women are much more probable to take maternity leave if their organisation shows them support and encouragement (Kadar-Satat, 2019). Fathers are additionally more inclined to take up childcare leave if other men in the workplace have accomplished to do so in the past (Ann-Zofie Duvander, 2006).

Additionally, the likelihood of men who spend their leave of absence with their spouse are strongly associated to their image of manly behaviour. Men are less likely to contemplate taking parental leave if they feel socially excluded while ladies are anticipated to utilise maternity leave, they are often seen as engaged to a lesser extent, less skilled, or limited dedication to work. These prejudices can have a negative impact on women's professional prospects when they have children (S. Eaton, 2019). The ingrained nature of these societal gendered stereotypes further discourages males from taking advantage of parental leave programmes (Beglaubter, 2017).

Moreover, data by (Krstic, 2018) shows that women who take prolonged parental leave have smaller number of opportunities for top management positions, sponsorships, and remuneration in total. According to (S. Eaton, 2019) pregnant women were typically motivated to keep their legitimacy at any workplace by constantly working the same amount as prior to pregnancy irrespective of their wellbeing, not taking use of any concessions, and severely limiting their paternity leave of absence. Families and single mothers feel that having a significant length of childcare leave demonstrates less commitment to the organization and this represents the scope of these biases (Krstic, 2018). Overall, this highlights the challenges connected with childcare leave, in addition to the prejudice and challenging assessments that both men and women cope with.

Task 2:

Employment fulfillment is how a worker evaluates their employment on the basis of how much satisfaction it proposes. Organisational commitment is influenced by an employee's degree of motivation as well as their sentiments about the organisation and its goals. Parental leave has been found to have an influence on both organisational engagement and job satisfaction (Yang, 2017).

The utilisation of childcare leave by parents might inadvertently enhance gender equality in the workplace. It would also at once improve equitable responsibility sharing in family activities which may have an indirect impact on job fulfillment. Utilizing childcare leave may assist men in establishing the position of a parent in the family while also efficiently assisting women in reducing the job stress during the period.

Employees will be happier and more dedicated to their organisation if they have better parental leave options and feel valued and appreciated throughout the procedure (Ting, 2001) (Caillier, 2012). Parenthood can be a difficult period, employees returning from parental leave feel valued by their organisations during this time create tremendous devotion to their organisations and are typically eager to go the additional mile when they return to work. They are also more inclined to tell their acquaintances about the organisation, which contributes to the growth of the organisation's goodwill (Amy & Civian, 2008).

An employee's commitment to their organisation may develop for a range of purposes. Employee engagement during parental leave may be emotional, indicating that workers emotionally relate to and are involved with the organisation. Employees at organisations with broad family leave policies are less probable to quit and have a better overall devotion/commitment to their employer, irrespective of whether the laws directly aid them, according to (Grover, 1995). This is because childcare leave is perceived as a sign of help and justice, belief practices, and worker commitment, all of which are key elements in developing emotional organisational dedication and employment happiness.

Moreover, analysis by (Diversity Council of Australia, 2011) shows that paid childcare leave is a major consideration for families and single mothers when weighing different employment opportunities and organisations, in addition to their long dedication to such organisations, exhibiting the value of a business's credibility that values beyond simply earnings. Employers express their dedication to and prioritising of their employees' health and well-being by enticing them to take proper family leave, which increases the organization's goodwill and simplifies the process to retain and recruit experts (Amy & Civian, 2008).

In accordance with the research by (Hammer, 2021), having children puts huge strain on families, but parental leave policies may successfully ease the equilibrium between parenting and employment. Paid childcare leave may help employees and businesses form long-term relationships. Employee loyalty to the firm, on the other side, is directly linked to work happiness. This family-friendly childcare strategy has the potential to increase employees' overall happiness with the firm. Parental leave might be viewed as a solution where everyone benefits. Parents, for example, may spend more quality time with their children while also having more energy and resources to fulfil their commitments.

Individuals working for firms that prioritise welfare profits/subsidies such as childcare leave of absence have fewer conflicts in regard with work-life equilibrium thus leading to higher work fulfillment while also contributing to psychological well-being (Paul & Allen, 2008). A pleasant state of mind is also crucial in minimising distress, which is a leading cause of job turnover. Employees are engaged and devoted to organisations that have significant principles and care for and assist them through programmes like parental leave (Virginia & Hinojosa, 2015).

There is no uncertainty that instituting parental leave benefits the business's stakeholders. Organisational commitment towards protecting employees' concerns results in improved economic and social development for the firm. According to research conducted by (Villanova University, 2021), an enterprise's overall strength is directly proportionate to employee work satisfaction. The stronger the level of job happiness, more powerful the company's overall power, and more probable employees are to generate bigger profits. Since significant job satisfaction leads to high employee loyalty, employee retention, and operational efficiencies, parental leave is a policy that benefits both families and employees' inherent rights and interests. Fairly allocating resources and respecting stakeholders' rights and interests might result in increased value for the organisation.

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