UNIVERSITY OF THE PEOPLE

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BUS 5113. ORGANIZATIONAL THEORY AND BEHAVIOR

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Written Assignment # 2

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Introduction:

To start with perception is an intellectual process of transforming sensory stimuli to meaningful information. It is the process of interpreting something that we see or hear in our mind and use it later to judge and give a verdict on a situation, person, group etc."
(Organizational Theory). Perception involves the way by which we perceive the world by adding context to the data generated by the five senses of touch, smell, hearing, vision, and taste. These personal orientations have such a heavy effect on how we relate to other people or carry out our roles in the organization. Stereotype, Discrimination and Projection are which would be discussed below.

Stereotype:

A Stereotype is an illustration or an idea of a specific type of person or thing that is normal or oversimplified. In all forms of art, including graphic design, literature, dance and drama, stereotypes are present. This could occur in areas such as gender, race, social status, etc., whereby a person is "naturally" presumed to behave like others. Stereotyping may be done as a joke or innocently, but this behavior increases the chances of damaging the feelings of others and contributing to a work environment in which individuals feel discriminated against. In particular, in the case of inter-racial attitudes, complexities and reactions, stereotypes often contribute to the development of "defensive violence." When they feel comfortable and valued, a healthy work atmosphere leads to workers who are happy to come to work. Building a healthy work climate can lead to greater employee satisfaction and leads to innovative solutions.

Discrimination:

Discrimination is the product of stereotyping and prejudice. Depending on various factors, the wrongful and unequal treatment of another.

Not only one type of discrimination exists. In reality, it branches off into various forms, some of which are race, sex, and even religion. According to Ontario Human Rights Commission "Discrimination exists when rules, standards or requirements that appear to be neutral have a discriminatory impact on people identified by the Code. In some cases, direct discrimination takes place through another person or other means. Discrimination can also occur when an employer adopts a practice or rule that, on its face, discriminates on a prohibited ground." (OHRS 2008) Almost all of the time, discrimination in an organization can lead to productivity issues, legal problems and PR challenges in the company. Stereotyping leads HR executives to worry about topics of prejudice and abuse. Stereotyping contributes to prejudice because of cultural and generational disparities between humans. An instance would be when a safe child is called inappropriate names.

Projection:

Like stereotypes, projection has the undesirable ability to make us believe that "he/she hates me," only because we believe that "our kind of people" are simple objects of hatred. Projection may also lead a person to project the other individual with his or her negative or unwanted feelings. In another stage, "projection" often causes a person to follow a certain form of conduct simply because he/she expects another person to act the same way. According to Kendra Cherry, the "tendency to overestimate the normality of our beliefs does not just apply to comparisons we make of ourselves in relation to others; it also influences

our estimations of our future selves. We tend to believe that we will think, feel, and act the same in the future as we do now." Projection may also lead a person to project the other individual with his or her negative or unwelcome feelings. Some examples of Projection include:

- People may accuse you of not being a good listener and needing attention if you're out for dinner and someone keeps talking and talking, and you interrupt.
- Your boss insists that you're lying about the huge amount of hours you put into a task because they're the one who's cutting out early and not meeting deadlines from the workplace.

<u>Conclusion:</u>

Therefore, To avoid stereotyping, prejudice and discrimination from being an issue, organizations must use diversity training. This will enable the workers to understand and respect each other and to recognize individual differences. (Leonard, 2018)

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