

EMPIRICAL INVESTIGATION OF EMPLOYEE BEHAVIOR ON CAREER GROWTH

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ABSTRACT : Employees assume a noteworthy part in the elements of a private company workplace. In case you're a profitable employee with a decent disposition who displays proficient behavior, you can help the business to succeed and encourage your career. In the event that you have a poor mien, are unconcerned about the accomplishment of your boss, and you ostensibly show antagonistic vibe toward management, partners and buyers, you can hurt the organization and risk your career. In the event that we go into profound discourse, we understand also that this behavior will be behavior to get upper hand for self-improvement. It is also observed that, performance of organisation depends upon the surrounding as read in many HRM books that “Good environment leads to good performance of any companies”. Service industry required team spirit for increasing performance level and for that behaviour is generally being adopted by the employees to please their bosses.

KEYWORDS : Sycophancy behaviour; Competitive advantage; Promotion; Transformation; Recruitment and selection; Decision making

INTRODUCTION: There is a certain way individuals behave in a particular situation. No two individuals behave in similar ways. There are individuals who find it difficult to handle stress whereas there are certain individuals who have the ability to face unforeseen circumstances with a smile.

Employee behavior is characterized as an employee's response to a specific circumstance at work environment. Employees need to carry on sensibly at working environment not exclusively to pick up thankfulness and regard from others yet in addition to keep up a sound work culture. One needs to adhere to the rules and regulations of workplace. Remember, Office is not a place where you can shout on fellow workers, spread rumours, criticize your Boss and so on. You just can't afford to be rude with your team members. Be polite and speak softly. Do not forget that you are not the only one working; there are other people around as well.

Some people have a tendency to have their lunch at their workstations only. Such behaviour is completely unprofessional.

Male employees need to respect their female counterparts. Never ever think of sexually harassing your female team members. Such a behavior is exploitative and not in any manner worthy at work environment. One objection from them and your career is done. Abstain from making salacious remarks, physical advances or touching them. A person's behavior has part to do with his childhood and family foundation. A youngster who has been raised in a good family where females are regarded and thought to be equivalent could never at any point in his most out of this world fantasies consider mishandling female partners.

It is totally dishonest to take office property. For what reason do you need to take office stationery to home? Office stationery (pens, pencils, stapler, eraser, punching machine, glue and so on) are meant to be used only in offices and nowhere else. Avoid damaging office property. Remember, if you do not respect your organization, you will not get respect in return.

Employees need to comprehend that some data is private and ought not be talked about with anybody. Never break your supervisor's trust. Try not to unveil your group's techniques or inward arrangements to others since they are your companions. A few people have a tendency to submit counterfeit bills to assert more cash than real. People with such a behavior discover it greatly hard to get by over the long haul. What is the utilization of submitting incorrectly charges? Trust me, on the off chance that you are gotten, you will lose in your activity right away. Such a behavior won't just stain a person's picture yet additionally talk sick of his family foundation and childhood.

For what reason do you need to utilize your office PC for web based shopping, watching motion pictures, paying wireless bills, web bills et cetera? Try not to store your own photos or data in office PC. Abstain from perusing questionable sites at working environment. In the event that your office individuals have hindered certain locales, they more likely than not done it for a few reasons. Kindly don't attempt to open blocked destinations utilizing through intermediary server and phony passwords. Instead of squandering our vitality on ineffective things, it is constantly great in the event that we focus on our work.

DEFINITIONS OF EMPLOYEE SYCOPHANCY BEHAVIOUR : As per Fasahnu [5], sycophancy behavior is a circumstance which might be made by a medium keeps on applauding government or people regardless of ills which may be shortcoming or inadequacy in office [6]. "A sycophant correspondent is a writer who compliments political pioneers, affluent nationals and proprietors of the media houses who as bosses have fear control over and against columnist". Richie [7] sycophancy is any endeavor to please somebody on specialist to get individual preferred standpoint. Thusly, a sycophant is a servile individual, who represents their own particular intrigue, endeavors to win support by complimenting at least one people of impact. How Sycophantic Behaviour Influence the Environment As Judge and Bretz [8] found that impacting behavior impact career achievement and they found the beneficial outcome on career development. In the present examination, it was analyzed trust as an imperative factor that impact other individual to again advantage and for building trust, correspondence was discovered vital between each other to maintain a strategic distance from disarray. Study proposed sycophantic behavior is required some place, generally partners would exploit or your lesser laborer take the preferred standpoint so everybody ought to have this craftsmanship. Sycophantic behavior was additionally contrasted and machine like after some time of times it required oiling to influence machine to work legitimately and correspondingly time to time employees likewise oil their managers. Being a sycophantic individual the people discovered taking number of points of interest just by putting litter exertion like oiling their supervisors and introducing themselves as there are more productive and focused on industry than others, in some cases even they assume acknowledgment for another employee's work. They do only to take position in the company, authority, promotion, to be part in the decision making process, to have hold in the recruitment and selection process and transformation should be in their hand. So we say very sycophantic person have two face there is no point to say that this statement is wrong.

CONCLUSIONS : This study come up with the new idea and exploring the employee sycophantic behaviour that how it positively affects to the organizational environment and also discussed reasons to grow more in the market. How

employee utilize sycophantic behavior to increase upper hand and different focal points like Promotion, Transformation, Decision making and furthermore meddle in Recruitment and Selection process. This paper additionally talked about that how trust and correspondence is essential in today aggressive environment to contend in the market and furthermore examined the different favorable circumstances. As proper communication resulted, job satisfaction and Long term commitment, Increase productivity and efficiency which reduces turnover, absenteeism and increase the commitment of the employees. The study also concluded that sycophantic behaviour had positive impact on Promotion, Transformation, in decision making processes and making selections.

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