



Name
Professor
Course
Date

Employees' Performance

Introduction

Today's competitive business world generates intense strategies to attain greater performance from employees. On one level, some organizations feel that generating competition between workers is the most effective means of enhancing performance. On another, certain managers hold that promoting cooperation and teamwork is the more rational – and ethical – approach. Both viewpoints have advantages, but the greater reality lies in how there is no need to discard one managerial style for the sake of the other. Ultimately, fostering an atmosphere of teamwork both enhances the efficiency and atmosphere of the work environment, and promotes elements of competition as well.

Discussion

To focus on or promote a spirit of competition between employees, as a dominant strategy to enhance performance, is a matter of some difficulty and risk. The organization taking this course commits to a high-maintenance work environment, simply because it is obligated to constantly monitor individual performances as they relate to one another. As the employees are encouraged to excel over their peers, they then anticipate recognition whenever this occurs, which in turn places demands on the business to continually “raise the bar,” as well as provide rewards. Some competition is not so demanding, as when employees periodically engage in sales or production challenges; the infrequency renders the competitions less stressful, because there is no sense that the job hinges on the results. When competition is consistently encouraged, however, a more stressful environment may easily be created. It is noted, for example, that

aggression is often present in workplace environments in which competition is emphasized, as employees go to emotional extremes in seeking to gain managerial favor over peers (Paludi 707). For example, the worker believing their future is at stake if they do not surpass a peer is likely to be hostile to that peer, and even to the management demanding the competition.

Then, there is no refuting that the encouragement of teamwork is established as producing positive results. More to the point, teamwork as properly trained is the key, as employees must learn the processes of such interaction. An enormous range of meta-studies affirms that such team training vastly enhances team performance, as the individuals learn how to maintain personal worth and identity within the group effort (De Dreu 175). What this then indicates is that an aspect of competition is as well in place in the teamwork setting, because the retaining of individual worth translates to the individual seeking to more benefit the team, which goes to healthy competition. Put another way, trained team efforts also offer a non-adversarial model of competition, so the team approach is by far the more effective.

It may be argued that promoting competition, if adversarial, is nonetheless mandated by the competition in modern business itself. With organizations increasingly vying for survival, it is better for both business and employee to focus on individual effort and achievement because the nature of competition must generate greater efforts. This view, however, is shortsighted, and it ignores the reality that the advantages of competition may be fully realized when the setting is based on teamwork, and employees feel encouraged, rather than compelled, to make stronger efforts. In other words, there is no rationale for stressing only a competitive environment when the benefits of the process exist within teamwork, and with no aggression.

Conclusion

Competition is by no means intrinsically a negative force, but the nature of the workplace



is conducive for it to become so, just as the environment focused on competition is inevitably marked by greater stress. Fortunately, when teamwork is promoted properly and trained correctly, there exists the more positive form of competition, as employees are encouraged to shine individually through helping the team. Competition and teamwork are then not mutually exclusive, as the competition is healthy within the cooperative setting. In the final analysis, then, promoting a teamwork environment in the workplace enhances the efficiency and atmosphere of the organization, and generates positive, non-adversarial competition as well.



De Dreu, Carston K. W. *Intergroup Competition and Conflict*. New York, NY: Psychology Press, 2014. Print.

Paludi, Michele. *Managing Diversity in Today's Workplace: Strategies for Employees and Employers*. Santa Barbara, CA: ABC-CLIO, 2012. Print.