

The Management & Employee Relationship in the Workplace

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Within the workplace, the distinction between management and the employees they govern should be a clear one. While you may feel that, as a small-business owner, you can cozy up to your employees and have a more friendly relationship than you would expect in a traditional corporate environment, doing so often poses a risk. If you do not maintain an appropriate working relationship, everything from evaluation to sanctions can prove more difficult.

Appropriate Distance

Having a friendly relationship with your workers can be a desirable thing, as a relationship of this sort makes the workplace a more comfortable one. Being close friends with your employees, on the other hand, can be a poor choice. If your workers view management, you included, as their buddies, they may not be as likely to respond promptly to requests that you make nor will they take threatened sanctions as seriously.

Communication

Keeping the lines of communication between managers and employees open is vital to the health of your business. If your employees feel as if they are never informed of potential changes or that they don't have a voice in the decision-making process, they may start to feel like less valued members of the workplace and, as a result, become disengaged. With this disengagement comes a lack of focus on the job and likely a decrease in productivity, both of which will likely reduce business success.

Resolving Conflicts

When conflicts arise between management and employees, problems can ensue. Instead of allowing conflicts to fester, deal with them promptly. Approach employees with whom conflict has arisen and express your desire to quell these issues and return your relationship to healthier ground. In doing so, you can show your willingness to work with the employee cooperatively in overcoming whatever challenges may be preventing harmonious interactions, showing the employee that you care and are eager for a healthy relationship.

Avoiding Preferences

It is absolutely vital that employers avoid showing preference toward some employees over others. Even though the go-to employees who never miss work and are always willing to go the extra mile may secretly be your favorite, showing this preference will not lead anywhere good. Instead of allowing your preferences to be known, treat all employees the same, showing them all that they are equally valuable and appreciated within the workplace.