

Motivation And Perceived Organizational Support

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Houston Oil Company is known as the leading oil refinery company that provides services at a vast level. As the professional and skilled corporate business consultant associated with this particular company, my primary focus is to critically overview all the managerial and financial aspects of the organization with which I am associated. The following company had a broad and organized functioning pattern, which comes up with many corporate considerations. The following company is working through three different levels of functioning. The highest level of management comprises the executives of the company. Managers are considered as the middle layer of the company, while associates are at the lowest level.

My specific task related to this organization is to take necessary and immediate measures to enhance the sales and productivity of the company. As a specialized organizational psychologist, I perceived that the factor of perceived organizational support (POS) could be one effective approach to enhance the productivity of the organization. The approach of perceived organizational support (POS) can be an effective organizational measure as it is a helpful tool to align the employee's concern with the objectives of the organization. The phenomenon of perceived organizational support can be identified as the feature or degree to which comes up with workers believe that the values and norms of the organization are completely aligned with their features of values and ultimately enhance their perception of well-being (Krishnan and Mary, 2). The focus of the POS is to enhance the particular and crucial approach of the socio-emotional features of the employees. The prospect of the POS can be developed and effectively enhanced by reducing the gap between the specific organizational objectives and values to the approach of the work in the case of employees.

There are many techniques or strategies that can be used to enhance the approach of POS in organizations. My focus is to propose the specific adoption of the techniques in the case of Houston Oil Company, which ultimately enhances the effectiveness of the company's work. Another point of consideration for the consultant is to adopt the prospect that provides benefits to the organization in a short span of time with the consideration of the feature of perceived organizational support. It is suggested that the organization take necessary measures to identify and understand particular perceptions of the employees related to the overall value perspective of the organization.

Undoubtedly, if there is any degree of confusion between the approach of the organization and the employees' perception, it negatively impacts the overall approach to organizational performance. It is crucial for the Houston oil company to understand that if workers never clearly understand what is expected from them regarding productivity, then they never remain able to achieve what is expected of them. The prospect of POS can be immensely beneficial for the company as it enhances the overall prospect of workers' welfare in the organization, which positively impacts their performance.

Stress and Health

The feature of stress is known as one of the chronic issues for human health, which comes with many considerations. The implications of the phenomenon of stress are immensely negative for individuals as it leads to different severe forms of biological and psychological issues. It is notable to mention that different biological and physiological events occur in the case of an individual who is going through the problem of stress. Proper identification of these different indications can be immensely helpful in properly and timely addressing the following issue.

Different series of biological and psychological features can be observed when stress occurs. Proper identification of these effects can be helpful to provide better solutions to address the issue. The prospect of the body rapidly changes in case of stress, which is a clear indication of some stress issues (Thoits, 42). Stiffness or tension in the body muscles is one clear biological feature associated with stress. When body continuously faces the issue of tense positioning of the muscles, it leads to the issue of stress. Sometimes, it seems difficult to breathe smoothly in case of stress as it is connected with the prospect of hypertension. The imbalance approach, in the case of the nervous system of the body, is another effect that shows the issue of stress in the body. Psychological features can also not be avoided in case of stress. Psychological implications are clear indications about the intensity of the problem of stress. An extreme form of agitation, moodiness, and the feature of anger are some psychological aspects which are associated with the problem of stress.

The health issue of stress immensely affects the regular functioning of the brain and the overall body of the individual. The problem of stress can be the reason for different diseases such as heart disease, high blood pressure, and the problem of diabetes. It also influences the brain of the body. People suffering from stress never remain able to think positively and effectively function in their daily work. The good news about the problem of stress is that it can be overcome by adopting a different and effective lifestyle to align the body and the brain towards smooth functioning. Adoption of healthy meals helps the human body to deal with the chronic implications of stress effectively. It is crucial for the victims of stress to share their feelings with other individuals in the form of counselling, which positively impacts their psychological perspective.

Work Cited

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Thoits, Peggy A. "Stress and Health: Major Findings and Policy Implications." *Journal of Health and Social Behavior*, vol. 51, no. 1_suppl, 2010, pp. S41-53.