

Effective team working and communication

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Introduction

Over the past few years, the discipline of organisational communication has expanded in both breadth and depth at an unprecedented rate. Corporate theories have been prevalent in recent years as a result of the emergence of the corporation and corporate governance. Corporate theories outline how, what, and why an organisation should be structured in the manner that it is. As a result, there are a large number of management specialists who have put out their own thoughts and established theories in the field of management.

Weber's Classic Fixed Structures Theory

Max Weber is a well-known management theorist and organisational studies pioneer. His idea of governing bodies is the first attempt to define the nature of organisations and their communication processes.

According to Weberian theory, communication is structured, systematic, and transparent in companies. That's why corporations have robust machines where each employee participates in a defined way with clear tasks and responsibilities.

To distribute work in terms of power and magnitude indicated by the ideals of these words, Weberian analysis gives a prominent role (Antony, 2013).

Tompkins and Cheney's Organizational Control Theory

Corporate governance according to Tompkins and Cheney extends Weberian theory to organisations that are not bureaucratic but rather amorphous.

Simple, efficient, bureaucratic, and concerted controls are the four categories of controls that influence how corporations wield power internally.

Deetz's Managerialism Theory

Stanley Deetz's Theory Management is another attempt to explain how organizational communication and organizational governance occur in firms where old ideas are replaced and adopted. political and economic interests, as well as the necessity to represent and articulate them.

Channels of communications

Without justice, communication channels can be unfairly divided. In other words, the method and tools staff use to communicate with each other. Let's look at the 3 main ways to communicate in the workplace (IBM Corp,2015).



Digital communication: Employees use electronic communication platforms to stay connected and informed on company news and developments. In today's business, digital communication is one of the most extensively used methods. Email, internal forums, employee interaction software, and intranet are examples.

Direct communication: Face-to-face communication is still vital, despite the rise of electronic communication at work (Anderson, 2017).

Written communication

This type of communication is nearly completely extinct in corporate environments. Written communication, on the other hand, is still essential when key policies, letters, invites, manuals, notices, and other notices are communicated to and received by employees (IBM Corp,2015).

Barriers to communication

Language Gaps: Language and language abilities can be a communication hurdle. Even when a communication is sent in the same language, the recipient may not completely comprehend the message's terminology (s). Not everyone will understand a message that contains multi-expert jargon and acronyms.

Blocked Physiology: The recipient's physical condition may cause physiological communication difficulties.

Obstacles: A lack of knowledge of the roles and duties of communication can lead to planned communication barriers in industries and organizations. People in such companies may not understand their function in the communication system and thus what is expected of them.

Attitude Barriers: Attitude barriers are actions or attitudes that hinder communication. To be a good message receiver, you must endeavor to overcome your own mental boundaries (Norusis, 2019).

Impact of effective communication

Communication improves workplace relations and lowers strike and shutdown.

Communication breakdowns can sabotage organisational goals. Communication lapses cause waste and costly blunders. Communication is the most crucial business skill. Being able to send information helps customers and employees connect and trust the company (Robbins & Judge, 2017).

Conclusion

The ideas discussed convey both the proponents' perception of reality and their desired ambitions. No indication exists that such structures exist or are not allowed. Instead, the ugly perspective of organisational theory and perception of organisational systems is current and in line with 21st century dynamic and soft organisations.

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Teamwork Evaluation

Team responses.

Who was in your team? ..Kestutis.Kirsa.Popescu.Andrian, Hira Arshad, Vasile-Emanuel Dumitru

What were the key strengths of your team? ..Communication and team work..

What were the challenges that you overcame as a team? ..Creating an academic presentation using different types of communication

What would you do differently if you worked as a team again? ..Listen to each individuals idea on the assignment more

How would you rate your team working? Out of 10? ..8.....