Workplace Totalitarianism and People's Autonomy

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Abstract

Henry Fayol proposed the structured principles of management, which define the traditional methods of authoritative management. Fayol believes in the unity of command where the manager has the right to order the employees and no employee empowerment is involved. Henry Fayol's methods of the workplace such as penalties of employees, strict environment, and centralised approach discourage the employee's autonomy in the workplace. The subtle methods of the workplace destroy the freedom of employees and discourage the collaborative work environment. The freedom of employees is vital to managing the stakeholders. Moreover, employees' freedom brings innovation to the company's authoritative culture and creates an adverse impact on the productivity of employees. The subtle methods of the workplace abolish employee freedom and autonomy, which ultimately create an adverse impact on employees' morality. Moral values comprise the rules and regulations of the organisation. Morality refers to the behaviour of employees in an organisation as well, which includes excellent communication participative and neutral approaches. It normally comprises of innovative culture, the autonomy of decision, positive working environment, and employment of employees. Fayol believes that organisational objective is the top priority rather than the personal objective of the employee

Keywords: Subtle Method of Workplace, Workplace morality, totalitarian Approach, Fayol Management

1. INTRODUCTION

The subtle methods of the workplace abolish employee freedom and autonomy, which ultimately create an adverse impact on employees' morality. Moral values comprise the rules and regulations of the organisation. Morality refers to the behaviour of employees in an organisation as well, which includes excellent communication participative and neutral approaches. It normally comprises of innovative culture, the autonomy of decision, positive working environment, and employment of employees. Fayol believes that organisational objective is the top priority rather than the personal objective of the employee. Thomas (2003) stated that the desired school of thought is good enough but if the employees are empowered then it creates an impact on decision-making. The totalitarian approach believes that employee autonomy is not good from an accountability perspective. The traditional approach of management leads to poor communication, a strict and complex culture that destroys moral values. The totalitarian approach is of management believes in centralised decision making where people obey the order of one executive who is accountable for all operations of the business. The system is beneficial to fulfil the traditional organisational objectives such as the development of close culture. Moreover, the executives believe that accountability is easy in centralised decision-making because of the low involvement of employees (Knights and Willmot, 2017). On the contrary, it drops the productivity of an organisation because no expert opinions are involved. The traditional approaches preferred the employee workload rather than the structure of employee motivation, which results in poor organisational performance and a high employee turnover rate.

2. SYSTEMATIC LITERATURE REVIEW

The participation of employees in organisational objectives leads to organisational success (Abbott, 2015). Researchers argue that the business of the modern era considered employees as their partners which results in the long-term profitability of the company. Power-sharing is associated with the outcome of the work through employee motivation and authoritarian control believes in the completion of a task through burden and pressure over employees. The researcher believed that employee engagement and motivation bring discipline to an organisation and enhance profitability and the authoritarian approach limits the ability of the employee. The Totalitarian approach is an advanced level of autocratic moves in which the manager has complete command over the ideologies of employees and organisation as well. The control over ideologies

disturbs the working ability of employees and enhances the stress level as well (Bloom and Silver, 2021).

Rationalism is the company based on the vision of the company and the perception of the employees about the company (Bloom and Silver, 2021). It is believed that the totalitarian approach minimizes the conflict between agent and principal due to no freedom for an agent. However, employers usually evaluate one side of the agency theory and believe that employees work for their interests rather than the interest of an organisation. Besides the interests of employees, the behaviour of business and management is another reason for that particular conflict. The authoritative approach of businesses and no sharing of power compels the employees to work for their interests. The subtle methods of workplace totalitarianism burdened the employees and bad management policies of the company destroy the existing good management policies of the organisation as well (Kärreman, 2004).

The rationale approach is the logical interpretation of data to make a decision. Rationality is a concept of logical thinking rather than assumption-based decisions. The theories of management support the concept of rationality but a calculated risk must be part of the decision. Rationality is always criticized in decision-making because of one major reason, which is innovation and creativity. Innovation and creativity sometimes need an irrational approach because new creative ideas always have a chance of failure (Daddi et al., 2018). The contingency approach of management appropriately describes the rationale structure of management, which is beneficial for organisation employees as well (Shala and Prebreza, 2021). The bureaucracy destroys the workforce due to a strict environment and unnecessary control over the employees. The traditional approach beliefs in the division of labour rather than the cooperation of employees (Bloom and Silver, 2021). Modern approaches of management are against the totalitarian approach and believe that the autonomy of people is necessary to enhance productivity. An autocratic approach minimizes the creativity in an organisation because of the lack of collaboration amongst employees. The modern era of management not only believes in leadership but has confidence in constructive leadership as well. A leader is the one who turns ideas into reality but management believes that the true manager is the one who believes in employee motivation through positive emotions and rewards as well (Kärreman, 2004).

The contingency theory of management is based on the task-oriented approach. The manager must plan a strategy that fulfils the internal requirements of an organisation. Moreover, employees are well directed towards their tasks, which are based on organisational objectives. The organisation must fulfil the needs of an organisation by achieving a strategic fit between the internal and external environment. For instance, the company must opt a strategy of launching a new product but a clear understanding of the social and economic conditions of the area is mandatory to get the desired result (Alvesson and Spicer, 2016). The managers must design a flexible strategy that can be changed according to the environment. At last, the desired theory describes the fact that different organisations possess different environments and the decision must be taken according to the environment (Greve and Argote, 2015). The desired theory supports rational decision-making because a logical approach enhances productivity and ensures maximum utilization of resources. However, the desired theory supports the implementation of innovative ideas as well after a careful analysis of the external environment and internal resources of the company.

Different scholars have different points of view about the concept of managerialism. One school of thought relates the concept of managerialism with policy design and managing the organisational environment (Shala and Prebreza, 2021). The second school of thought believes that it is an ideology in which managers hold the power of decision control over all employees (Klikauer, 2019). The desired ideology is closely related to the autocratic approach of management.

Management + Ideology + Expansion = Managerialism

Managers of the company design a long-term strategy for an organisation. Moreover, managers possess the power to influence others and develop a positive working environment for the company. However, researchers argue that the power of managers must be used effectively so that the rules and regulations create a positive impact on the performance (Iqbal, Anwar, and Haider, 2015). Researchers argue that managers of the company must have the ability to satisfy employees through policies and leadership because a satisfied employee is an asset of an organisation. The management policies must cater to the needs and emotions of the employee as well to motivate employees (Greve and Argote, 2015). The managers of the company produce a constructive environment if the employees have the right the share their thinking and issues with the management as well. Employees are the internal customers and the attitude of management with

employees creates a significant impact on the behaviour of the employees as well (Ghoshal, 2005). The Totalitarian approach inappropriately holds power, which destroys the discipline and collaborative work environment in an organisation (Kärreman, 2004).

3. CONCLUSION

The manager of an organisation considers the goals of an organisation while making rational decisions. Managers ensure that the decision is beneficial for an organisation in terms of cost. Executives made the decision, which provides a high percentage of revenue, is considered as the logical decision. The rationale decision is a good approach and it is beneficial for an organisation. A logical decision defines a clear strategy for an organisation that provides a clear vision to the employees. Furthermore, the well-defined goals are another excellence of the rationale approach. A rational approach is implemented in traditional organisations because the chances of errors and fewer and minimum assumptions are involved. The rationale approach is an appropriate technique to make decisions but a calculated risk is necessary to bring innovative ideas to the company. Managerialism is the concept of hiring professional managers involvement them in business decision-making. Moreover, managers are responsible for designing organisational policy in a management ideology.

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