Organizational policies and attitudes

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Abstract

This research study includes the role of organizational policy of companies in forming attitudes towards other workers with different ethnicity. In our study organizational politics means the way of presenting the company as the multiethnic company in front of the auditorium. The way of managing the organizational policy in every company is important commitment where is preferably persons who manage this task to be well prepared to practice equal policy in order their employees to have positive attitudes amongst each other.

The main technique used for the collection of this information is a questionnaire designed to measure precisely these factors. In this study have been used a number of statistical methods, as Pierson correlation, T-test etc. Regarding the data obtained, it was concluded connection between corporate organizational policy and workers' attitudes towards other ethnicities.

We can conclude that if the companies organizational policy reach to support and implement forms of cultural diversity, namely ethnicity, workers not only will have positive attitudes towards each another, but also high opinion for the organization.

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1. Theoretical framework

1.1 Theoretical data on the importance of organizational politics in shaping the attitudes

Promoting healthy organizational policy at work is a problem faced by a number of institutions, companies that have employees with different cultural differences, respectively ethnic differences. Such composition of the working team enables employees to work and collaborate with different people, and learn to appreciate the cultures, norms and different traditions. However, how will this communication flow depends on what kind of policy implements the company.

Viewing global industrial trends we can note that if a company aims to promote policy that supports cultural diversity at work, it should not just talk about it, but also needs to provide communication between employees with backgrounds different.

In constant communication is necessary that corporate managers to inform employees about new procedures and policies in the company. Manager must be well educated regarding the other diversity groups and knows how to awareness the working team for the removal of negative attitudes towards each other, which views may be strong arms for organizational imbalances.

Stakeholders of these companies have already realized that having an adaptive organizational policy for all employees is just as important as advanced technology and economies of scale to compete successfully in global markets. This fact is confirmed by Jagersma and Van Gorpe (2002), who studied the ways of managing organizational policies in several multinational companies based in the Netherlands.

1.2 Attitudes and their impact on the organization

In everyday life we encounter attitudes elements, without which you can not explain today's behavior and can not be predicted what will happen tomorrow. Constantly we are in the whirlpool of ideological opinions, moral, daily face prejudice, discrimination, racial, ethnic, national, etc. Therefore, recognition of social attitudes between different groups within the company, analysis of their functions are central and important problem of this research.

The debate over the definition of attitudes remains in force today. Some support one dimensional positions model, which according to them, is the attitude of the individual liking or dislike for any object, person, idea, etc.[1]

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[1] Thurstone, L.L. (1931). The measurement of attitudes. *Journal of Abnormal and Social Psychology*. Vol.26. f. 249-69.

2. Research methodolgy

2.1 Aim of Research

This study aims to describe and analyze the role of organizational politeness and attitudes of workers to other ethnic affiliations. In this paper, as an important dimension of cultural diversity it is offline specifically ethnicity. Having accomplished these purposes, our goal was to identify factors that have a relationship between attitudes towards ethnicity.

2.2 Research Question

1. Is there a relationship between the organization's policy and attitudes of employees?

2.3 Hypothesis

1. There is a relationship between organizational policies and attitudes of workers towards people with other ethnic affiliation.

2.4 The sample of subjects participating in research

Sample of subjects participating in this research consists of several companies that workers have expanded business structure and multi-ethnic composition it in the city of Tetovo. Testing was conducted in the period of April 2012 with sample of 150 subjects. Population of choice for research are only the working class, which exclude the participation of managers, supervisors, owners.

2.5 Research variables

Company policy - is another variable which has particular value in this work and also presents not only attitudes, management skills within the company, but also presents the company itself inclusive policy towards people with different ethnic identity. This variable contains the manner of presenting the company as a multiethnic company toward the auditorium.

Operationalizes - This variable is operationalized through the arithmetic average of the questionnaire for measuring organizational policy to cultural diversity.

The attitude of employees - It appears as a significant variable in this study and is defined as having employees stand against people with different ethnic backgrounds, whether this attitude with positive or negative direction.

Operationalizes- It will be defined according to the arithmetic average obtained by questionnaire for the position of workers against other workers who are of different ethnic backgrounds.

2.6 Metering mode

Variables such as organizational policies and attitude of employees towards individuals with different ethnic backgrounds, are precisely measured by questionnaire consisting of statements that collect information for these variables.

3. Graphic presentation of results

3.1 Presentation of the results of organizational policy and attitude towards other ethnicities

H: There is a relationship between organizational policy and attitudes of workers towards people with other ethnic affiliation.

The primary purpose and important in this research was the confirmation of the claim that there is a relationship between organizational policy and attitude of employees towards other ethnicities. What is the possibility of this correlation, it is shown on Table 1.

Table 1. Table presentation of Pierson correlation between organizational policy and attitude to ethnic

	MPQPOL	MPQETN
MPQPOL Correlation of Pierson	1	,519**
Sig. (2-side)		,000
N	150	150
MPQETN Correlation of Pierson	,519**	1
Sig. (2-side)	,000	
N	150	150

** Correlation is available on the degree of freedom 0,01 (2 - side)

From the results of correlation of Pierson in Table 1, we see that the value of ($r = 0.519$ $p < 0.01$) is statistically significant, from where we can conclude that the above statement is justified. As we have noted above that there is a relationship between organizational policy and attitudes towards

other ethnicities, from its coefficient value we can understand that this correlation is positive, the graph below gives clear graphical representation of organizational politics and attitudes of workers towards other ethnicities.
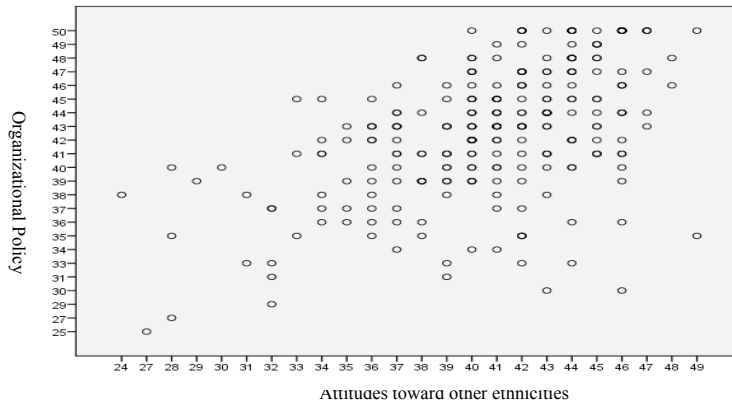
Figure 1. Correlation Direction of organizational policy and attitudes towards ethnic

Although the results in graph doesn't have ellipse form, but all settings have positive direction and are focused on the middle of the graph, which means that the improvement of organizational politics in the company, will automatically have the improvements in the attitudes of employees to other entities.

4. Conclusion

In assessing the achievements between organizational policy and attitude of workers to other entities, the results of Pierson correlation in Table 1 are of statistically significant importance. This means that among respondents of companies there is a relationship between organizational policies and attitudes of workers towards other ethnicities. From these results obtained we can conclude that if the companies reach organizational policies to support cultural diversity, (namely ethnic diversity in our study), implements the forms that are in favor of cultural diversity, not only to perform its form juts to be compared with other companies, but to achieve through leading policy to gain organizational commitment to its employees, then as a result of all this will enabled the positive attitudes of employees to each other to grow. Scientific Objectivity obliges us to emphasize the possibility that the interpretations, conclusions drawn are not absolute truths, but they are in separate opinions that carry the possibility of the error.

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