

## Organizational Carcinoma-Developing and Proposing a Conceptual Framework

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**Abstract:** In this study the researcher worked on the relationship of Organizational carcinoma and organization development. The model also includes different stages to identify symptoms of the employees. The conceptual approach is adopted to support the new domain for organizational development. Hence the results accepted the entire hypothesis and there is significant relationship between carcinomal activities and liquidation.

**Key words:** Organizational carcinoma (Carcinomal Employees) • Organization development • Liquidation

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### INTRODUCTION

Organizational Carcinoma is just like carcinoma in a human body. Carcinoma is a cancer that starts in tissue that lines inner or outer surface of body. [1] Organizational Carcinoma is single or a group of many carcinoma employees affecting whatever is around them in a bad way just like a disease. Employees are just like Cells which make an organization and they are in large amount just like cells in each person's body.

Carcinoma has four stages. In the first stage cancerous cells are located at certain organ only. In the second stage cancerous cells differ in size of tumor at certain organ of the body. In the third stage cancerous cells start spreading and in the fourth stage cancerous cells have infected whole body that results in death of a person. Organizational Carcinoma is a result when carcinoma employees start effecting growing employees within organization. If they are left unchecked they grow and spread and can eventually kill the organization. But if the cancer is caught in its early stages the cells can be eradicated and the organization can go on to live a healthy productive life.

Similarly an "Organizational Carcinoma" is very malicious condition. It starts within organization, spreads throughout and causes death of organization. It also comprises of four stages. In the first stage carcinoma employees are localized to one part of organization. It starts because employees in an organization secretly communicate and pass negative remarks. The first stage of organizational carcinoma results in conflicts. Conflicts may arise in organization due to miscommunication,

disagreements or misunderstandings [2]. In the second stage carcinoma employees are locally advanced. When back biting and gossiping increases it means carcinoma is spreading which is the third stage. It results in breakdown of relationships and personal conflicts. Employees engage themselves in counterproductive behaviors that arises interpersonal conflicts [3]. Due to unconstructive criticism and demotivation of employees organizational carcinoma reaches its last stage which cannot be treated. At this stage organization starts losing customers and employees. As a result death of organization is caused.

**Literature Review:** Maintaining high levels of affective organizational commitment is vital for organizational survival and well-being. Employee loyalty, fairness and commitment are important for survival. Employee loyalty and commitment have attracted much attention because this act as the best interest of an organization [4,5] and Perceptions of fairness also communicate that employees are committed to the purpose of organization [6].

On the other hand, Organizational carcinoma refers to "a negative attitude toward organization". The core belief is that principles of honesty, fairness and sincerity are sacrificed to further the self-interests, leading to actions based on hidden motives and deception [7].

The growing interest in deviant behavior of employees is the increasing prevalence of this type of behavior in the workplace [8]. Incidences of negative workplace deviance are now soaring out of control, with nearly 95 percent of all companies reporting some deviance-related experience within their respective organizations [9]. Up to 75 percent of employees have

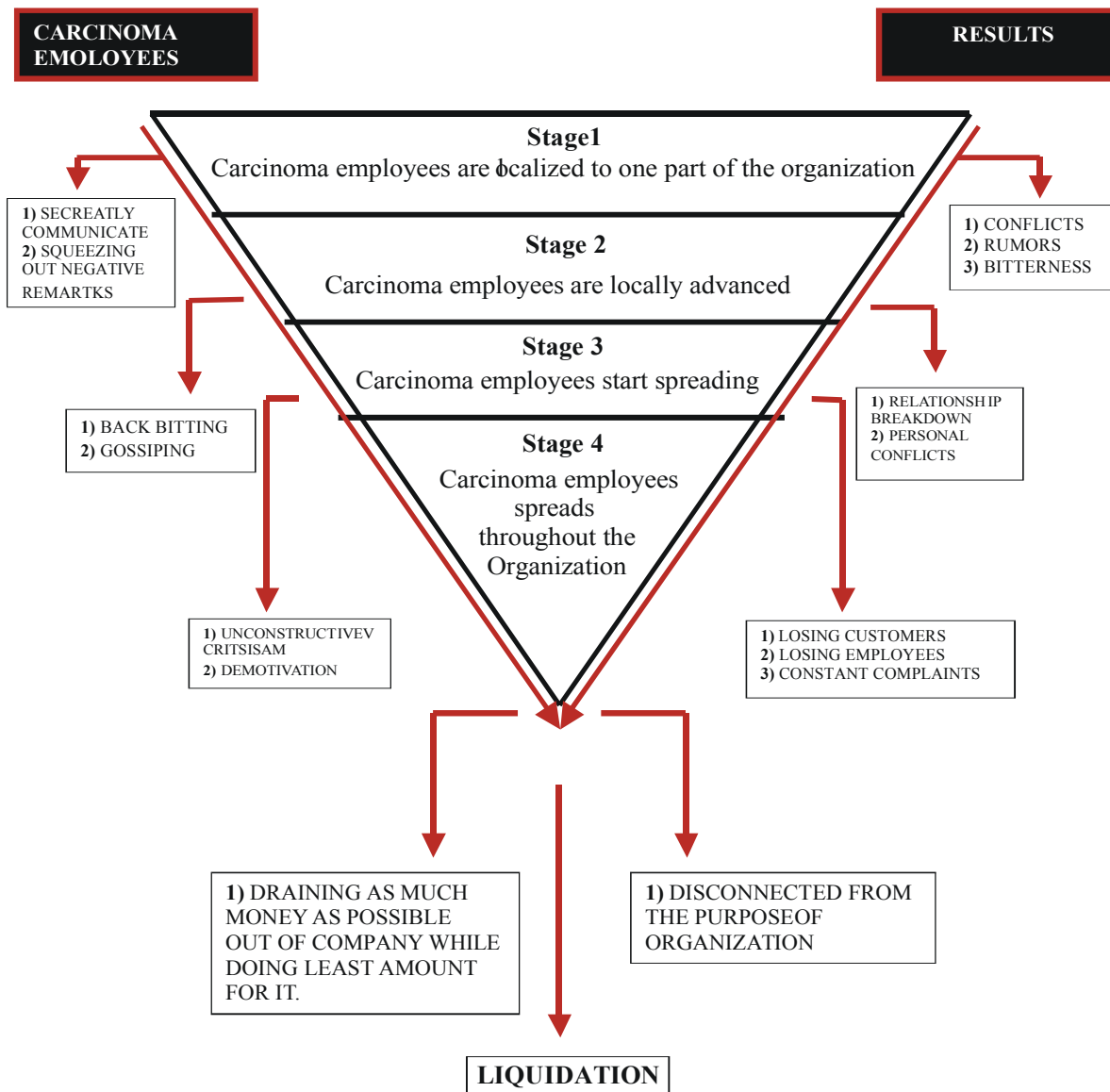
engaged in one form or another of the following deviant behaviors: theft, computer fraud, embezzlement, vandalism, unconstructive criticisms, rumor spreading, backbiting, gossiping, squeezing out negative remarks, sabotage or absenteeism [10].

Moreover, victims of interpersonal workplace deviance are more likely to suffer from stress-related problems and show a relatively decreased productivity, lost work time and a relatively high turnover rate [9]. It is important to note the difference between unethical behavior and negative deviant behaviors [11]. Deviant behavior refers to not following the manager's

instructions, intentionally slowing down the work cycle, arriving late, committing petty theft as well as not treating co-workers with respect and/or acting rudely with co-workers [12].

Negative attitude of carcinoma employees also increases the turnover within the organization. Employee turnover could also increase customer dissatisfaction with products and services being offered by such organization and finally resulting in loss of their own customers [13]. turnover could be a result of management time, morale, pressure on remaining staffs and negative mouth of communication [14].

### ORGANIZATIONAL CARCINOMA-DEVELOPING AND PROPOSING A CONCEPTUAL FRAMEWORK



## Researcher Model Hypothesis

**H1:** Carcinoma Employees negatively influence the organization development

**H2:** Organizational Carcinoma has positive relation with the Liquidation Issues.

Organizational Carcinoma is a condition that is very dangerous for the life of an organization. Organizational carcinoma is a deadly condition that starts within the organization and spreads rapidly causing death of the organization. It starts with a single employee that affects other employees rapidly and within in no time the whole organization becomes malignant. Just like cancer it spreads very fast if not diagnosed and treated in time. An organization suffering from carcinoma may eventually die if not treated in time.

## Model Discussion

**Carcinoma Employees Stage 1:** Organizational carcinoma can be divided into four stages. In the first stage carcinoma employees are localized to one part of the organization only. It starts when employees within an organization secretly communicate with each other giving negative remarks. And as a result conflicts and rumors arises. It causes bitterness in the organization. It is very crucial stage. If an organization fails to diagnose organizational carcinoma at the first stage it becomes difficult to treat at later stage and eventually becomes incurable.

**Carcinoma Employees Stage 2:** In the second stage carcinoma employees are locally advanced. Conflicts may arise that can cause unrest and rumors are spread. Grapevine communication can be one of the outcomes of such rumors and conflicts. It is quiet difficult not to be a part of rumor as it is human nature to be interested in such things. Thus if not stopped or treated at this stage it would be near to impossible to cure later. So the second stage is crucial as well.

**Carcinoma Employees Stage 3:** In the third stage carcinoma employees start spreading quickly. It starts spreading when employees are involved in backbiting and gossiping. Gossiping at workplace is destructive and counterproductive. It affects interpersonal relationships and efficiency of employees. Backbiting might sound harmless but in fact it's very malicious. It can cause great harm to relationships at work. And more personal conflicts are raised. The bond among employees is

weakened and complaints are increased. If strict measures are not taken at this point then organizational carcinoma can't be treated.

**Carcinoma Employees Stage 4:** In the last stage organizational carcinoma spreads throughout the organization. One reason is increasing negative criticism. Employees negatively critiques others actions without providing suggestions for improvement. Similarly demotivation is another reason that helps in spreading carcinoma. Demotivated employees lose interest in their job and try to avoid it as much as possible. They don't work hard rather they try to get rid of it. As a result employees efficiency is reduced to a great extend. Organization starts losing its employees and customers and managers receive complaints at daily basis. Unrest prevails in the whole organization.

Thus as a result of organizational carcinoma, death of an organization is caused. It can't continue its operations. It stops operating its functions immediately.

What Carcinoma Employees do?

- Are habitually late.
- Make excuse for everything and believe that your personal issues are somehow your boss's problem.
- Kill the company's brand through lack of professionalism and polish.

Are incompetent, miss deadlines, always need help.

- Spend a lot of time on the phone talking with friends and family. You also
- Surf and shop online when you should be working.
- Seldom attend company sponsored events. E.g. Office parties, fun days etc.
- Only seek out self development and training if the company is paying for it.
- Look for ways to leave the session early.
- Always away from your desk either "profiling", in the bathroom or in the lunchroom.
- Dislike changes and tend to make a fuss whenever management attempts to implement change within the organization.
- Have no ideas to bring to the table, but can provide 1000 reasons why the ideas presented by other will not work.
- Feel threatened by a competent co-worker who receives praise from management so you secretly look for ways to derail him/her.
- Take company supplies home for your personal use.
- Waste office supplies and abuse company property.

## CONCLUSION

This study is to examine the organizational development issues and study concludes that if these carcinomal activities will not be identified as soon as possible it will negatively influence the organization development and also lead to one of the major factor of liquidation.

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