**IMPACT OF HUMOR IN FORMAL COMMUNICATION**

  **COHESIVENESS**

The use of humor while formally communicating has multiple impacts in institutions or organizations. The use of humor increases increases cohesiveness, creativity and moderates individual differences in organizations or institutional setup. The use of humor while communicating has proofed to be a tool can be use ambiguously when critiquing someone without creating negative interpersonal relations. This wil aid in reducing resistance from critiqued persons when laugh with the speaker.(Grugulis 2002)

**LEADERSHIP**

It has also been established that humor is constructive in nature and can help individuals secure or provide a platform of authority status within an organization. This is potrayed when individuals of high status ranking tend to make humor than there juniors. For this reason their juniors feel more motivated and feel part of the team. This will eventually improve individual work esteem thus more productivity.

**STRESS REDUCTION**

There is a strong evidence that humor reduces dysfunctional stress(Yovetich et. al .1990). when humor is added while formally communicating an individual will remove the sense of uncertainty while performing their duties and feel there is a collective team spirit in the organization. The low ranking

staff will feel appreciated thus lowering work stress levels. The improved workers esteem leads to improved working relations and standards.

**INSTITUTIONAL HUMOR**

Humor styles in an organization vary according to ethnical setup working together from managers to low ranking workers(Alden and Hoyer 1993).

The organizations must who are the direct audience. This will ensure there is no negative implication or conflicts. Humor serves as tool used to create a formidable between workers, so ethnic humor is largely discouraged in work places. For this reason it is important to be professional and considerate while making a joke in a ethnically and racially mixed work place. This will make workers productive and stress free. Humor in a work place sometimes may create empathy during a conversation. This could create change of behavior or affect the working environment or staff relationships. To avoid workers should avoid inappropriate or hurtful jokes at work places.

 **HUMOR IN BUSSINESS**

A positive humor can sometimes make a person so persuasive. So when negotiating or arguing about a product or service humor increases the likelihood of your partner becoming more relaxed and positive therefore accepting the informing you are relaying.

 **IMPRESSIONAL HUMOR**

Senior ranked personnel should always be more professional as much as possible when making a joke at work. This will create a lasting interpersonal impression from the rest of staff. Bad jokes might be hurtful to junior

individuals therefore affecting the organization negatively. During an interview an individual should also be considerate when making a joke. Sometimes a joke may mean you are insensitive to other people therefore affecting the outcome or response. When recruiting for employees, making a positive joke maybe attractive and would trigger them and wish to work in an environment they feel to be appreciated.

**GENDER BASED HUMOR**

The humor tendency for men and women very. Managers should therefore consider the type of audience they intend to communicate with. Men make jokes to woo or impress their counterparts, therefore when communicating a joke to male audience it should be more affiliative with self -enhancing respect. For women their nature is different because women like a more appreciative type of humor. Researchers found that women find sexist joke more offensive than men (Smelze and Leap. 1988)

For this reason, gender based humor may bring divisions especially if the audience are mixed there this kind of humor is highly discouraged in work places.

**CONFLICT MANAGEMENT HUMOR**

It is said that laughter is the best medicine. This is solely because it makes a stressful or conflicting moment lighter. It also boosts the mood of the warring persons. When looking to workers differences smooth stress levels should be lowered and the best way is to make a joke, this will strengthen or deepen their relations. The best humor will clear their minds enough to speak up about their shortcoming or differences with ease. By doing so you will be able to ascertain the source of their differences by diffusing tension. By doing so you wil avert set bucks in the organization.

INTELLECTUAL HUMOR

This type of humor is applicable in a social setting where the wellbeing of intellectually disabled individuals is a priority. Such persons include patients suffering from mental health problems and physically or sensory impaired persons. The use of humor has proofed to be relevant when communicating with them. By nature use of humor may result in spontenious laughter or non vocalized expression which shows amusement has occurred. Humor is a positive politeness strategy that minimize face threatening situations (Brown and Levinson)

It has also been discovered that humor is a social function in interpersonal relationship(Holme.2006). for these two reasons intellectually challenged individuals feel appreciated and part of society when you make a joke to them.

EDUCATIONAL HUMOR

Being in an educational institution, humor has proofed to be a potential instruction instrument. Humor provide a number of ways a tutor can use in order to improve communication, attract attention and reinforce behavior in class. Humor also positively impact students knowledge when handling difficult assignments . it’s a powerful that instills positive attitudes, skills and aspirations on student. For this reason students become encouraged on areas of study. Humor reduces anxiety in classe especially for new learners who might be out of touch of what they required of in their area of study. This positively impacts them releave students making it easy for them to concentrate in class. Humor is the best tool for tutors to develop solid and positive relations with their students.

In conclusions the use of humor is fundamentally driven by the rules of human set up. It is applied in all aspects of life and situations. The use of humor should not be considered as a form of informal communication . Humor has become a common element of human interactions and therefore has an impact on work groups and organizations.