Member behavior

Name

Institutional Affiliation

Date

**Introduction**

Behavior can be described as any action and response of a group of people or an individual to their environment. The behavior can be conscious, unconscious, voluntary, involuntary, rational, or irrational (Choi &Chandler, 2020). Formal and informal groups are constituted, and members are elected or appointed to provide leadership in sharing and distributing resources that are always scarce. It is out of this scarcity that politics arise, influencing member behavior.

Skills become a necessity in order to handle conflicting agendas and the need to shift the power base to please the electorate. To be effective for the benefit of all, the members must not seek to win at all costs but rather seek to establish a win-win deal while ensuring that results are achieved (Elswah & Howard, 2020).

It is imperative to be aware of the potentially destructive aspects of member behavior, which assists in minimizing adverse effects. The scarcity of resources brings about power issues, and members always fail to build consensus around sharing and distributing the available resources. Frequent struggles geared towards gaining those resources for themselves and the people they represent occur; hence, politics become inevitable. The result is forming groups of like-minded members to win the scarce resources, eventually leading to negotiations and alliances to align all those different interests.

 **Types of member behavior**

**Self-serving behavior**

Members ignore authorities and bureaucracies established for effective leadership. They use improper channels instead of the governmental administrative structures put in place to promote equity and fairness (Boholm, 2019). Self-serving behavior automatically undermines fairness promoted by obtaining special favors. The other parties feel resentful because it grows to gloomy corruption hence disagreements.

It is countered by providing promotions, rewards, enforcing equal access to information, high levels of feedback, and modeling collaborative behavior as part of positive reinforcement. Harmful reinforcement methods can also be applied, such as demonstrating punishment and not rewarding or tolerating political maneuvering.

**Social loafing**

Social loafing happens when members fail to do their fair share of work, resulting in a free-rider effect where some members assume that others will cover up their shortfall. The sucker effect proceeds due to reduced efforts by fellow members due to free-riding (Liu et al., 2020). Social loafing should therefore be discouraged completely.

**Collective efficacy**

Members believe they can organize and work together to achieve goals (Amegayibor, 2021). It builds the member's self-confidence, which helps in realizing the expected results, thereby increasing performance. Lack of collective efficacy demoralizes the members. Their performance declines and therefore no confidence that they can achieve.

**Social cohesiveness**

Members here are aware and willing to cooperate and prosper. They thus become part of the organization and contribute to its success (Amegayibor, 2021). Great performance is guaranteed since there is synergy. Any organization that lacks social cohesiveness, low performance is experienced.

**Conclusion**

Leaders with high political skills are deemed more effective in their jobs. They contribute more positive results in the organization since their behavior is positive. They have a high internal locus of control, making a difference in the outcomes (Taheri & Daneshfard, 2022). They view politics around them to a greater degree. They sincerely care and bring success because of their heavy investments in developing themselves.

Any formal or informal organization must have critical leaders who understand the dynamics of member behaviors for effectiveness. Leaders have different views and perspectives on different issues; control is essential for progress and calls for sobriety and wisdom to stay within the common goal of pleasing everyone.

Leaders must invest in controlling the behaviors that may bring negative energies to the organization. Politics must also be balanced in order to achieve the common goal.

**References**

Amegayibor, G. K. (2021). Training and development methods and organizational performance: A case of the local government organization in Central Region, Ghana. *Journal of Social, Humanity, and Education*, *2*(1), 35-53.

Boholm, Å. (2019). Risk communication as government agency organizational practice. *Risk analysis*, *39*(8), 1695-1707.

Choi, T., & Chandler, S. M. (2020). Knowledge vacuum: An organizational learning dynamic of how e-government innovations fail. *Government Information Quarterly*, *37*(1), 101416.

Elswah, M., & Howard, P. N. (2020). “Anything that causes chaos”: The organizational behavior of Russia Today (RT). *Journal of Communication*, *70*(5), 623-645.

Liu, C., Wang, N., & Liang, H. (2020). Motivating information security policy compliance: The critical role of supervisor-subordinate guanxi and organizational commitment. *International Journal of Information Management*, *54*, 102152.

Taheri, M., & Daneshfard, K. (2022). Provide a High-Performance Model with an Organizational Disobedience Reduction Approach in Governmental Departments. *Quarterly Journal of the Macro and Strategic Policies*, *9*(4), 846-879.