# An Empirical Investigation of Employee Behavior on Career Growth

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*Abstract:* *Employees assume a noteworthy part in the elements of a private company workplace. In case you're a profitable employee with a decent disposition who displays proficient behavior, you can help the business to succeed and encourage your career. In the event that you have a poor mien, are unconcerned about the accomplishment of your boss, and you ostensibly show antagonistic vibe toward management, partners and buyers, you can hurt the organization and risk your career.*
*In the event that we go into profound discourse, we understand also that this behavior will be behavior to get upper hand for self-improvement. It is also observed that, performance of organisation depends upon the surrounding as read in many HRM books that "Good environment leads to good performance of any companies". Service industry required team spirit for increasing performance level and for that behaviour is generally being adopted by the employees to please their bosses.*

*Keywords:* **Sycophancy behaviour; Competitive advantage; Promotion; Transformation; Recruitment and selection; Decision making**

# 1. INTRODUCTION

There is a certain way individuals behave in a particular situation. No two individuals behave in similar ways. There are individuals who find it difficult to handle stress whereas there are certain individuals who have the ability to face unforeseen circumstances with a smile.

Employee behavior is characterized as an employee's response to a specific circumstance at work environment. Employees need to carry on sensibly at working environment not exclusively to pick up thankfulness and regard from others yet in addition to keep up a sound work culture. One needs to adhere to the rules and regulations of workplace. Remember, Office is not a place where you can shout on fellow workers, spread rumours, criticize your Boss and so on. You just can't afford to be rude with your team members. Be polite and speak softly. Do not forget that you are not the only one working; there are other people around as well. Some people have a tendency to have their lunch at their workstations only. Such behaviour is completely unprofessional.

Male employees need to respect their female counterparts. Never ever think of sexually harassing your female team members. Such a behavior is exploitative and not in any manner worthy at work environment. One objection from them and your career is done. Abstain from making salacious remarks, physical advances or touching them. A person's behavior has part to do with his childhood and family foundation. A youngster who has been raised in a good family where females are regarded and thought to be equivalent could never at any point in his most out of this world fantasies consider mishandling female partners.

It is totally dishonest to take office property. For what reason do you need to take office stationery to home? Office stationery (pens, pencils, stapler, eraser, punching machine, glue and so on) are meant to be

used only in offices and nowhere else. Avoid damaging office property. Remember, if you do not respect your organization, you will not get respect in return.

Employees need to comprehend that some data is private and ought not be talked about with anybody. Never break your supervisor's trust. Try not to unveil your group's techniques or inward arrangements to others since they are your companions. A few people have a tendency to submit counterfeit bills to assert more cash than real. People with such a behavior discover it greatly hard to get by over the long haul. What is the utilization of submitting incorrectly charges? Trust me, on the off chance that you are gotten, you will lose in your activity right away. Such a behavior won't just stain a person's picture yet additionally talk sick of his family foundation and childhood.

For what reason do you need to utilize your office PC for web based shopping, watching motion pictures, paying wireless bills, web bills et cetera? Try not to store your own photos or data in office PC. Abstain from perusing questionable sites at working environment. In the event that your office individuals have hindered certain locales, they more likely than not done it for a few reasons. Kindly don't attempt to open blocked destinations utilizing through intermediary server and phony passwords. Instead of squandering our vitality on ineffective things, it is constantly great in the event that we focus on our work.

## 2. DEFINITIONS OF EMPLOYEE SYCOPHANCY BEHAVIOUR

As per Fasahnu [5], sycophancy behavior is a circumstance which might be made by a medium keeps on applauding government or people regardless of ills which may be shortcoming or inadequacy in office [6]. "A sycophant correspondent is a writer who compliments political pioneers, affluent nationals and proprietors of the media houses who as bosses have fear control over and against columnist".

Richie [7] sycophancy is any endeavor to please somebody on specialist to get individual preferred standpoint. Thusly, a sycophant is a servile individual, who represents their own particular intrigue, endeavors to win support by complimenting at least one people of impact.

**How Sycophantic Behaviour Influence the Environment**
As Judge and Bretz [8] found that impacting behavior impact career achievement and they found the beneficial outcome on career development. In the present examination, it was analyzed trust as an imperative factor that impact other individual to again advantage and for building trust, correspondence was discovered vital between each other to maintain a strategic distance from disarray. Study proposed sycophantic behavior is required some place, generally partners would exploit or your lesser laborer take the preferred standpoint so everybody ought to have this craftsmanship. Sycophantic behavior was additionally contrasted and machine like after some time of times it required oiling to influence machine to work legitimately and correspondingly time to time employees likewise oil their managers. Being a sycophantic individual the people discovered taking number of points of interest just by putting litter exertion like oiling their supervisors and introducing themselves as there are more productive and focused on industry than others, in some cases even they assume acknowledgment for another employee's work. They do only to take position in the company, authority, promotion, to be part in the decision making process, to have hold in the recruitment and selection process and transformation should be in their hand. So we say very sycophantic person have two face there is no point to say that this statement is wrong.

**Advantages of having sycophancy behaviour**

Advantages of having sycophancy behavior is shown with the help of Figure 1 Sycophantic behavior=Promotion, Transformation, Decision making and Recruitment and selections.
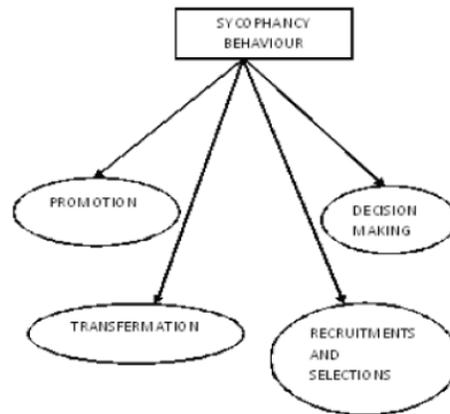


**Figure 1: Advantages of having Sycophancy behavior**

# 3. LITERATURE REVIEW

Judge and Bretz [8] led an investigation and discovered impact of employee sycophantic behavior affected the career achievement which demonstrated that sycophancy behavior had constructive outcome on career development. Additionally impact of sycophancy behavior and career achievement was thought about. Survey method used and 651 sample size was taken from Midwestern university, respondent were graduate of the industrial relations program from university. Findings of the study showed "apple polishing seems to be a better means of getting ahead than blowing one's own horn" positive effect of sycophantic behaviour on successful career.

Thacker and Wayne [9] directed an examination to research subordinate impact strategies of sycophantic behavior and individual contrasts on view of administrator's promo capacity. Sycophantic strategies taken in the examination were ingratiation, thinking, and decisiveness and self reports. Overview was done on the two administrators and subordinates and relationship among impact strategies and promo capacity. It was discovered emphaticness was not a decent strategy for any employee to participate in and directors feel that self-assured employees are endeavoring to take control. Furthermore, it was likewise discovered "Thinking" as a subtler approach of sycophantic behavior and most convincing impact strategy. Thinking included the subordinate working with the administrator and giving itemized activity designs, intelligent contentions, certainties and watchful clarifications.

Drane [10] led an examination to discover their relationship among sycophantic behavior, director subordinate correspondence, associate connections and trust. These three factors were concentrated to look at their great connections between colleagues and the impact of these connections on the association. "sycophantic behavior" with connection to advancement in an association and additionally the best sycophantic impact style, relationship of "boss subordinate correspondence" was considered and their impact on work fulfillment and employee inspiration and the last factor "Trust" have been talked about to inspect the advantages of trust to the association's life span, profitability and proficiency. The investigation uncovered that the connections created between the administrators and subordinates through various correspondence behaviors, for example, instantaneousness, correspondence and settlement was

discovered positive workplace for both the director and subordinate. The second variable result that good coworker relationships leads to job satisfaction and finally concluded that trust among employees was related to their job satisfaction, therefore it improves the organizations longevity, productivity and efficiency.

Umeogu [11] conducted a study on Nigerian media and focused on sycophancy and objective journalism. He assessed the components of sycophancy, morals, objectivity, objectivity diary and took a gander at the reasons that impact on open, media house, people and the administration. In this examination reasons for sycophancy and its peril consequences for whole callings was talked about. Study concluded that objectivity in journalism was attainable and relative to those journalists who were more to be ethical or not willing to face the challenges. Finally study discussed various causes of Sycophancy i.e. Lack of experience on the part of Political leaders, Poverty, Environmental contingencies, Lack of professional education or training of journalists.

Mangi et al. [12] conducted the study and investigated that sifarish i.e. sycophancy or connection and nepotism. It was found that these were critical factors in HRM functioning. This study also investigated that sifarish or connection affects the decisions like recruitment, selection and promotions while developing functions of HRM in private sector. Findings revealed that cultural factor influenced HRM Functioning's. Collectivism, sifarish, cronyism and sycophancy strongly influenced factors on HRM practices in the private organisations.

Ekong and Essien [1] conducted a study to unveil the surrounded operational forces and compelling of gangsterism and sycophancy in Nigerian polities. He examined the level of influence on politic decision by economic factors. The study has developed a model to analyse gang and sycophantic politics in Nigeria. The study revealed that the gang, to a large extent, influence the appointment of political office holders such as ministers, commissioners, advisors etc. Concentrate likewise talked about different qualities of pack and sycophantic gatherings in Nigeria, for example, doubt, solid ability to persuade pioneers, allure, adaptability, sycophantic, extortion and lies, devilish and trickiness. Results proposed that impact and belittling part of posses and sycophant should similarly be debilitated, which assistant down play the influence and impact the cash politic in the country.

## 4. IMPACT OF EMPLOYEE BEHAVIOUR ON CAREER DEVELOPMENT

In the wake of checking on writing, the analysts Judge and Bretz [8] found in their investigation that impacting behavior had constructive outcome on career achievement and in career development, and furthermore found that if the employee gets career achievement then they should be focused on their association. Drane [10] likewise talked about that sycophantic has positive impact on career development and furthermore examined that, there must be appropriate correspondence and trust factor which straightforwardly or in a roundabout way fixed with association Environment. As Cool and Wall [14] in their investigation inspected that trust is one of the variables between individual or gathering which exceedingly in charge of employee work strength for long term of the organisation or being a part for long time. Study suggested, if a person is trustworthy and has sycophantic behaviour and uses it in right way, then there is no harm to carry such kind of attitude but at some extent only.

If we talk about communication it is a process to convey messages or information by two ways i.e. may be in written form and may be in verbal from but if the flow of communication is in right way, and in

right direction then it will create motivation in employee and the industry will grow. If both the factors present in service industry (Trust and communication) it will result less turnover, absenteeism, Job satisfaction, Productivity and more commitment. If these factors are present in the Organisation then this will reduce the company cost and time and the more focus will be given on friendly environment as a family. As we all know that most of the companies which are into services, included hospitality industry have long working hours and shifts. So if they do not get feasible working environment on the work place then they would not be able to work for long time in same company. Which results Turnover, not committed and less satisfied. Employees of that company always look for another opportunity and they will look for a change. At the end, it would be loss for the company. The top management has to look at the situation to resolve actual fault. In case of ignorance these companies would not service longer in the market.

## 5. CONCLUSION

This study come up with the new idea and exploring the employee sycophantic behaviour that how it positively affects to the organizational environment and also discussed reasons to grow more in the market. How employee utilize sycophantic behavior to increase upper hand and different focal points like Promotion, Transformation, Decision making and furthermore meddle in Recruitment and Selection process. This paper additionally talked about that how trust and correspondence is essential in today aggressive environment to contend in the market and furthermore examined the different favorable circumstances. As proper communication resulted, job satisfaction and Long term commitment, Increase productivity and efficiency which reduces turnover, absenteeism and increase the commitment of the employees. The study also concluded that sycophantic behaviour had positive impact on Promotion, Transformation, in decision making processes and making selections.

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