

**Respect your senior in Hierarchy**  
**That is the way to growth – Individual as well as Organization**

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Who do you think you are working for? Obviously you are working for an Organization, but through a hierarchical system of the organization, not in a solo mode.

Organization is a legal entity. It cannot grow on its own; it grows through employees working within the organization for the common goal of the organization. So all employees need to work as a Team and team members (employees) have to be obedient to their Team Leader (or immediate senior). This is a wishful or ideal situation, but, on many an occasion certain employees get emotional & unnecessarily straightforward and start taking their independent decisions, contrary to what their immediate superior ask or expect from them. Under such circumstances most often than not, the employee who is claiming himself to be more straightforward and organization-friendly is actually damaging the long term interest of the organization itself.

Every organization has got a vision and mission statement. This may be called as GOAL of the organization. In order to achieve this Organizational GOAL employees are stratified in to different hierarchical levels. Each level has to perform as per the need of his higher level of hierarchy, and the next level has to work as per his higher level and so on and so forth. Then only discipline will prevail and growth will take place. Then only stable atmosphere could prevail. But imagine, suddenly if one employee start feeling that he will short-circuit the laid down level system and start taking his own decision then he will create a weak-link in the chain (of system) and put the organization in difficult situation to achieve its GOAL.

This can be understood from a simple example of our family system.

For a family to grow decently and consistently in the society the younger members of the family need to obey to the instructions and advises of the head of the family, say father. One cannot disrespect the head of the family and say that – he has a unique principle to follow for the country at large and may not listen to the head of the family. Under such a situation the family will collapse and will not grow economically. All members in the family will suffer.

That is why one has to be within the societal norms in case of family and organizational norms in case of the organization. Then both the society and the organization will grow and prosper.

All the best.

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