

Case Study # 1: Is Harry Too Social to be Promoted?

1. Harry's case could be a dilemma or an issue to Martin the interviewer, certainly not because of Harry being social, but because of his Facebook pictures in which he was wearing Merton's tee shirt with its highly readable logo. However, Martin would need to consider the fact that "Merton's clients would not think highly of the Facebook posts." As a leader with the company, Martin's primary concern would be that of making sure that the company production outcome is not affected. Knowing that the clients would not think highly of the Facebook posts, Martin Findley should neither consider the Facebook incident for his interview, nor ask him about them. Shockley-Zalabak (2015) discusses that interpersonal experiences are descriptions of important one-on-one organizational relationships such as supervisors and employees and peer to peer. The interview should take place without any mention of Harry's social or private life. Shockley-Zalabak (2015) argues that "our effectiveness in interpersonal relationships relates to our awareness of differences and similarities in groups and our willingness to test the accuracy of our understanding" (p. 152).
2. At the professional level of his life, Harry has a proven record to be promoted to senior investment advisor. His position requires that he should be more diligent to keep his personal life private for the sake of the company members. Public social medias are good for users to share news, but it can be detrimental if what is published can create scandal.
3. Merton company does not need to change its ethics and behavior code if the change has to affect the employees' private lives, outside the organization. Shockley-Zalabak (2015) states that in interpersonal relationships, "effectiveness relates to our ability to accept differences as legitimate and important for organizational effectiveness" (p. 152).
4. Following Shockley-Zalabak (2015) approach of interpersonal relationship, I would advise Martin not to focus his understanding of people on their being members of such group or culture that has the risk of creating stereotype and affect the organizational internal relationship's negatively (p. 151). I would advise Harry to take his promotion seriously and to focus on his responsibility with the company, even as "interpersonal relationships in organizations are for important task" it is also formed for "social considerations" (p. 152). It is not everything in your private life that you expose publicly to the world. Social media has its good and bad sides.