Coursework

Optimizing Organizational Behavior Management (OBM)
through Feedback and Reinforcement

Student's Name

Course

Institution

Professor

Date

Optimizing Organizational Behavior Management (OBM) through Feedback and Reinforcement

The application of feedback mechanisms and reinforcement methods in Organizational Behavior Management (OBM) is the focus of my study, which is directly related to my professional interest in raising employee satisfaction and productivity at work. My experiences in various organizational jobs have drawn me to this expertise because I have seen firsthand the revolutionary effects of well-placed feedback and reinforcement on individual performance and an organization's general well-being. My intense curiosity regarding how constructive criticism and affirmation can create an atmosphere favorable to development and effectiveness drives me to conduct this research. According to Slowiak & lakowske (2017), the significance of active listening in employee feedback, the effect of feedback sequencing on job performance, and the function of reinforcement in training programs, particularly for those with particular challenges, are among the major themes found in the literature. Together, these themes highlight how intricate and vital feedback and reinforcement are in determining organizational dynamics, which directly reflects OBM's fundamental tenets.

The Impact of Feedback in the Workplace

The first significant element to emerge from the study articles is how vital feedback is for improving performance and workplace dynamics. According to Kriz, Kluger, and Lyddy's study "Feeling Heard: Experiences of Listening (or Not) at Work" (2021), employees' perceptions of being heard have a significant impact on their experience at work, underscoring the significance of listening as a vital component of feedback. This study emphasizes that listening involves more than just participating in a conversation; it also entails attending to employees' subjective needs and expectations. By contrast, Slowiak and Lakowske's (2017) study "The Influence of Feedback Statement Sequence and Goals on Task Performance" looks at the impact of various feedback sequences (such as corrective-positive-positive positive-corrective-positive) on task performance. This study suggests that individual preferences for feedback types point to the necessity for customized communication techniques between feedback providers and receivers, even while the kind of feedback sequence may not substantially impact performance. When these findings are considered, it becomes evident that providing successful feedback to employees at work involves more than just recognizing and attending to their specific needs and preferences. It also involves communicating in a way that makes sense regarding content and flow.

A comparison of this research indicates that workplace feedback is approached in various ways. Slowiak and Lakowske (2017) offer a more structural approach to feedback delivery, while Kriz, Kluger, and Lyddy (2021) stress feedback's emotional and psychological components through listening. Combining these viewpoints, the best feedback system for OBM should combine the strategic delivery of feedback material with the emotional intelligence components of strategic listening and understanding employee requirements. This strategy supports the company's objectives of increasing job satisfaction and

productivity while honoring each employee's uniqueness. Consequently, a thorough feedback mechanism that combines attentive listening with customized feedback delivery becomes essential to organizational behavior management.

Strengthening of Skill Development and Training

As demonstrated in the article "Reinforcing Productivity in a Job-Skills Training Program for Unemployed Substance-Abusing Adults" by Subramaniam, Everly, and Silverman (2017), the second major subject centers on the function of reinforcement in skill development and training. According to this study, explicit reinforcement, such as monetary vouchers, can sustain consistent work performance, which examines the efficacy of voucher reinforcement in a job-skills training program. It also highlights how difficult it can be to apply these reinforcement techniques in a socially acceptable and successful way. This research supports and contradicts the feedback-focused studies by emphasizing the concrete, quantifiable effects of reinforcement in training and development environments instead of the more individualized and relational components of feedback in workplace dynamics.

When these themes are contrasted, it becomes clear that while feedback focuses more on the relational and psychological parts of employee development, reinforcement takes care of the more concrete, performance-based components. Taking a comprehensive approach to OBM, solutions for both reinforcement and feedback should be integrated. According to research by Slowiak Lakowske (2017) and Kriz et al. (2021), providing feedback is crucial for meeting the requirements and preferences of employees and promoting a sense of being respected and heard. According to Subramaniam et al. (2017), reinforcement provides a practical, goal-oriented method for developing abilities. Combining these strategies can offer a framework for staff development that addresses their practical skill improvement and psychological demands, which is essential for efficient control of organizational behavior.

Conclusion

In conclusion, Organizational Behavior Management (OBM) relies heavily on feedback and reinforcement to improve workplace efficiency and employee satisfaction. Research on feedback mechanisms by Kriz et al. (2021) and Slowiak Lakowske (2017) emphasizes the need for customized communication and attentive listening in addressing the needs of each employee. Simultaneously, Subramaniam, Everly, and Silverman (2017) show how practical reinforcement techniques, such as cash vouchers, are for developing and training skills. This combination of ways to provide feedback and reinforcement leads to a comprehensive OBM model that meets the needs of employees in terms of both psychology and performance. Subsequent investigations ought to delve into the amalgamation of these tactics within heterogeneous organizational environments and their enduring consequences on the health of the organization and the welfare of its workforce, thereby clarifying the intricate relationship among employee engagement, feedback, and reinforcement in diverse work environments.

References

Kriz, T. D., Kluger, A. N., & Lyddy, C. J. (2021). Feeling heard: Experiences of listening (or not) at work. Frontiers in Psychology, 12, 659087.https://www.frontiersin.org/articles/10.3389/fpsyg.2021.659087/full

Slowiak, J. M., & Lakowske, A. M. (2017). The influence of feedback statement sequence and goals on task performance.Behavior Analysis: Research and Practice, 17(4), 357–380.https://doi.org/10.1037/bar0000084

Subramaniam, S., Everly, J. J., & Silverman, K. (2017). Reinforcing productivity in a job-skills training program for unemployed substance-abusing adults.Behavior Analysis: Research and Practice, 17(2), 114–128.https://doi.org/10.1037/bar0000077