

Declining Work Standards

In an ever changing and evolving work, the standards we have come to accept in our societies, will be subject to question by future generations of people. As the inevitable cultural shifts unfold, they will question the status quo and relevancy of the things observed and practiced. This thinking would be informed by new practices, trends, the changing outlook and perspectives of the new generations of people. Nonetheless, it is not be expected that overt and radical changes that impinge on the morals, values and ethics of society, should not be supported, encouraged or tolerated.

Workplace standards are known to be linked to the protocols, guidelines and standing operation procedures that are to be followed in the workplace. Most workplace would tend to have accepted and ideal standards. Standards are not developed and introduced per chance, but are created for the purpose of improving workplace systems, procedures and processes. More so, they are to ensure consistency in practice and actions. The purpose of having standards in the workplace, is to establish what is right and wrong and to ensure that this is observed in the practice. This translates to the observance of best practices, the establishment of consistency in the delivery of excellent service and the development and effective communication and reporting system.

The observance of workplace standards is contingent upon the personal standards practices followed by individual employees. These personal standards are predicated on the exercise of self-discipline and good work ethics. Based on current trends, employers may have serious concerns about the behaviour and discipline of employees. Their concerns may relate to standards of deportment, service quality, service delivery and communication. With the understanding that a standard is something that is used as a measure, a norm, or a model for comparative evaluation, it stands to reason why there is a need for continuous assessment of the employees' compliance with and observance of standards.

Workplace operations are expected to be guided by ethical standards. Ethical standards help to govern the conduct of individual, as these are principles which promote trust, good behavior and fairness. Workplaces that do not promote and enforce a code of ethics, are missing out on a having a set of values which inform and guide the professional practices of the enterprise or organization.

Many employers are now being forced to adjust to cultural shifts that are being supported by government policies. There is the real-life experience where students now present for school wearing out languished hairstyles and ear rings. Based on their outfits, they may be deemed as being inappropriate dressed. This in itself can create a problem for employers who are recruiting new staff members. Basically, the new recruits might find it difficult to resort to what they consider to be outdated standards of dress and deportment. The blame for this indiscretion must

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be shared by politicians, administrators in education, educators, the church community, civil society organizations, parents and adults.

Employers are expected to take responsibility for the enforcement of workplace standards. They should not drop the ball. They are to ensure that workplace standards are set out in writing, and are communicated to everyone. Having clearly communicated what is expected, employers are sure to be in a better place to analyze and identifying mistakes that are made. This is to be followed up with corrective action, so that the workplace is not compromised or corrupted, by the trends or actions that may be considered as wrong and inappropriate.

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