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A Study of reason for Communication Breakdown in an Organization

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Abstract

The study intends to determine the reasons of communication breakdown in organization to enhance an effective management undertaking which is for the general profit of the undertaking. The study will work towards identifying the reasons of weak communications which will lead to solutions. Hence all organizations need to organize human and material resources in most efficient and effective way which will enhance communication. Communicating adopted in various organizations fails to integrate the two interests (personal and organizational) in pursuit of some objective.

Keywords

Communication, Breakdown, Organization

Objectives

- To study the reason of communication breakdown in an Organisation.

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Introduction:

The modern world is completely depended on information, thus management is concerned more about communication with employees. Hence communication is an important tool for effective management in an Organisation. The need for effective communication has become necessary because most managers find it difficult to understand why efficiency is not as certain in an organization.

However, communication integrates, coordinate and synchronize organizational activities. In an enterprise, there is need for harmony for overall activities, which can be done through communication.

Communication is a primary aspect of all human interactions: through languages, humanity has recorded its history and transmitted its culture from one generation to another. The ability to communicate has made human beings able to build societies, organizations and other social groups which contribute to survival and social wellbeing.

Communication constitutes about 60% managers tasks. It requires the following form: directive conservation, request and instruction. The mix also includes oral and written form of one communication but gestures, positive dress and other visual signals.

Concept of Communication

Communication can mostly be possible through language and it is purely non-realistic in nature thus a well spoken language gains benefits and purpose of communication. The more an individual increases its vocabulary, its like one visualizes ones words, object and phrases. Many people attach difficult meaning to gesture communication so it leads to problem.

Communication breakdown in an Organisation leads to frustration, loss of productivity and strained employee relations. Failing to face a problem in communication with employees can cause the situation to make it worse even further. Some causes of a break in communication are easy to find out, like cultural and personality differences, but others may require an in depth study of the overall work situation to identify.

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Reason of Communication breakdown in organization

- **Difference in Perceptions**

The way employees see themselves and others in an Organisation can lead to communication problems. A group of workers who feel less important than the employees in another department may have problems dealing with those employees. A worker and supervisor or co-workers who have different views related to business can encounter difficulty when trying to work in unity as a team, distorting all or part of the daily business functions as a result.

- **Distractions**

While working in an organization distractions such as loud traffic, radios and even bad lighting, can effect communication by harming focus. A lack of attention to surroundings and details can make poor communication within workers, as requests and needs are easily forgotten or lost in the shuffle.

- **Complex Organizational Structure**

While some enterprise manages to communicate effectively with a wide ranging social scale, numerous layers of management can lead to tragic results. Messages from lower-ranking employees may not reach to the level of management that has the authority to deal with the problems if the communication between the managers is weak.

- **Stress**

A stressful or emotional work environment can make communication between workers uneasy. Whether an employee is having a difficult time personally or the business itself is the problem, such as an inadequate location, a high level of emotion and stress may lead to arguments or lack of communication between employees.

- **Lack of Plan**

A business without a perfect plan of action for events or extraordinary situations may experience a problem with employee interactions when something unexpected occurs, as the employees may not know how to react to the following situation.

Conclusion:

Hence we would like to conclude that poor environment, bad interactions, unfriendliness, etc., can lead to major communication breakdowns in an organization. Communication breakdown

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can stand as a major issue in any organization. Due to breakdown of communication, misunderstandings and grievances take place which leads to improper management. It is very important to find the reasons for the communication breakdown as it is done above.