Role Of Social Class In Shaping Thoughts And Actions In Organizations

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Abstract

The role that social classes play in shaping the beliefs within the organizations was studied in this study. It was seen that education is one of the most prominent predictor that associates the label of different social classes with the employees working within the organizations. Moreover, the high cost of education from the esteemed organizations is also another reason behind the increased discrimination towards the lower social classes. However, individuals who have originated from lower social classes like Roger Enrico are also working on the prominent positions because of their untiring efforts and competitiveness. Still, discriminatory practices within the organizations can be seen on the major levels because of the certain associations that are attached with specific social classes. For that reason, top management should take stringent actions to eradicate these malign practices from their organizations.

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1 Identification of the Issue

Society plays a significant role in shaping and changing the mindsets of its individuals. Evidently, individuals share and adopt norms and values from other members of their society with whom they interact on the regular basis. For that reason, the impact of specific social classes can be easily seen in different pillars of society, especially corporate organizations. Discrimination against specific social classes is one of the most prominent consequences of this particular organization practice.

For that reason, this research project will investigate the impact of the social classes in the organizational perspective. Organizations who have amassed diverse members from different areas of the world will be able to gain significant benefits from this research, as it will reduce social profiling and other discriminatory practices within their workplaces. It will also help individuals in increasing their understanding of the impacts and effects of their social orientations. This research will mainly benefit individuals as well as organizations who are working in the diverse environment, because of higher chances of discriminations based on social classing.

However, this research will also benefit specific clients that have sponsored this study. For that reason, the current research will focus on the issues that are very common in most of the organizations.

These stakeholders will be able to reap the benefits of this research to a maximum extent by helping the researchers by giving honest feedbacks during the data collection process. In this way, they will be able to make the most out of the findings of this study by applying it in their usual organizational settings. These findings will also help them to eradicate any chances of discrimination because of social classes within their organizations.

This study will analyze and review previous studies that were conducted to increase the understanding the views of researchers on the similar topics. However, peer reviewed studies that were published in the last ten years will be considered for this research, to increase the potential and usefulness of the findings. Moreover, employees working in multinational organizations having higher levels of diverse employees will also be questioned to generate first hand data, to increase the validity and reliability of the current study.

Stratified sampling method will be used to gather first hand data from employees working in the multinational organizations, to eradicate any chances of biasness during the data collection phase. Qualitative analysis of the collected data will be done because of the higher scope of this particular analysis method.

Collected data from different organizations will be closely integrated and compared to find out common problems. These findings will act as core foundation to generate useful insights to help these organizations to eradicate these problems from their workplaces.

In order to assure validity and reliability of the research, participants of this study will be ensured that their identities will be kept anonymous throughout the data research process. These measures will increase the chances of reliability and validity of the findings of this study.

2 Literature Review

The growing income inequality in the United States of America is a problem for the government after the World War II. The increasing gap between the poor and rich is creating a tension and imbalance between the overall societies. One of the most common factors in increasing the economic success of any individual is the education that is required to see work in the esteem organizations. It is evident that without education, people face more difficulties in their life to climb the ladder of social classes in their society. Education is also necessary to ensure the progress of deserving, capable and talented professionals throughout the country. However, it is becoming the global dilemma in the overall country; education is also becoming a luxury for those who are already affluent (Gilbert, 1995). For that reason, people belonging from the lower and middle-level classes are not able to send their kids to the reputable education schools. Resultantly, the gap between the upper and lower segment in increasing with the passage of time. However, this trend is continuous from a very long time. On the contrary, government is also not doing to its fullest to confront this issue.

According to Davis (2010), the average income of the most affluent people residing in the United States of America is around twenty times higher than the rest ninety percent of the citizens. It is also evident from the statistics, that the ratios of income inequality are increasing on the continuous basis, which is posing drastic consequences towards the organizations (Davis, 2010). As the result of increasing income inequality, the concept of social class is increasingly being considered in the organizations. This trend is causing difficulties for people who belong from the lower social classes as they are not given equal opportunities within the organizational perspectives. Organizations are also accepting individuals from the esteemed business schools and universities having ridiculous amount of fees. Evidently, people belonging from the lower social classes are unable to seek admission in these schools because of their poor financial conditions. In this way, organizations are openly discriminating against the specific social classes by associating their potentials and competitiveness with degrees of particular institutions.

Having said that, individuals belonging from the lower and middle classes, who manage to make their way in these organizations, still have to face discrimination from the top management of their organizations because they have associated certain conceptualization with their classes (Duncan, 2010). As it is obvious that the people from the upper classes own top organizations especially in the United States, they find it difficult to digest that people originating from lower social classes can also perform exceptionally at the key positions of their organizations. For instance, Roger Enrico is the former Chief Executive Officer (CEO) of the PepsiCo and he proudly quotes in his speeches that he is a proud son of his father who was an ironworker. For that reason, he studied with the help of scholarships and climbed his way on the corporate ladder. He states that people at his organizations find it difficult to understand that an individual who studied all his life with the help of scholarships is able to take control of one of the leading corporation of the world (Chen, 2001).

Therefore, it is evident from above discussion that discrimination from the top management towards the employees originating from the lower social classes is very common nowadays. For that reason, these individuals have to perform to their fullest in order to ensure their long-term survival at their organization (Berkowitz, 1967). Moreover, they also have to associate themselves with the esteemed educational institutions to change the mindsets of their subordinates about themselves (Gallo, 2006).

The literature review focused on the core reasons behind the discriminatory practices at the organizations towards the individuals belonging from the lower social classes. It was seen that the individuals who are unable to afford their education especially from the esteemed business schools are often provided less chances in their organization (Adler, 2003). However, people like Roger Enrico are still able to secure a most prominent position at one of leading Multinational Corporation of United States, despite of his origination from the lower social class.

3 Conclusions

It is evident from the comprehensive literature review that discriminatory practices at the organizations that are based because of the difference in the conceptualizations of social classes are very common nowadays. literature has also pointed out that lack of financial resources is one of the most prominent reason that individuals belonging from the lower social classes are unable to secure prominent positions at their organization. Education from an esteemed business school is an imperative predictor in this regard, as recruiters prefer employees that have studied from some particular institutions of the United States. This is the reason behind the continuously increasing income inequality, which is dividing people in different social classes.

The role of social cognition theory was evaluated in the organizational perspective. It was seen that top management develop their attitudes and perceptions

towards people belonging from lower social classes, as they learn these behaviors from their society. However, this theory might not be accurate in some particular cases, as there are various other factors also that can affect the perceptions of individuals regarding social classes.

These findings will help organizational managers to eradicate these discriminatory practices from their organization, as they cannot assess the potential of someone from their background. This research will help the CEO of client organization to eradicate any discriminatory practices toward their talented employees who originated from the lower social classes. This research is a significant addition to the current knowledge because the role of education was not particularly discussed in the previous studies that were conducted on the similar topics. However, clients will have to consider different factors while implicating this research at their organization because of difference in the contexts of organizations.

4 Recommendations

It is recommended to the clients to take stringent measures to eradicate these practices from their organizations because of various adverse impacts of these discriminatory practices. Moreover, it is also evident that the competition is getting vicious in current business dynamics and organizations need to ensure maximum return on their investments. For that reason, they cannot lose talented individuals only because of the fact that originated from lower social classes becomes indispensable.

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