# Conformity at the workplace

Conformity refers to the adjustment of values, beliefs, and practices so as to fit in a certain group sharing a common culture. Conformity of rules at the workplace is very important since it allows all members of the workforce to perform their roles on a level ground. Moreover, the conformity to the rules at the workplace diminishes the nature of sensitivity with regard to the monetary outcomes. In most organizations that bring together a wide range of people from diverse cultures, the rules regarding the code of conduct are explicitly stated to ensure that all members of the workforce are aware of the do’s and don’ts of the organization (Johnson, Kevin). The question of whether conformity is good or bad varies with individuals. However, it is imperative to note that conformity forms a basic code of ethics from a professional point of view.

## Instances of conformity at the workplace

1. Dress code- Most of the organizations dealing with professional practice have strict rules regarding the dress code for its employees. The nature of the dress code is one of the employment conditions that all employees are required to adhere to since it acts as a typical indication of professionalism. However, most organizations have slowly abandoned the traditional office dress code and replaced it with business casual dress code as they try to strike a balance between the employment trends and the protection of organizational reputation. As a professional, I find it important to adhere to such rules to preserve the organizational culture at my workplace.

2. Federal regulations- Most organizations dealing with human resource management are subject to laws by the federal government regulating the employee compensation, fair employment, and safety practices as some ethical practices that require total conformity. These rules ensure that employees are not discriminated upon the basis of race, sex, religion, or country. Conformity to federal laws is important for the best interests of the organization as well as the respect to the rule of law.

3. Socially expected behavior- As an employee, I find myself subjected to some typically defined behavioral norms for employees. These norms contained in the code of ethics for my organization are comprised of socially acceptable behaviors regarding respect for other members of the workforce, the colleagues, and the executive management. This is the basis of formal respect that ensures the workplace is conducive for all.

4. Employee initiatives- I often find myself obliged to demonstrate total conformity in the performance of my duties at the workplace as outlined in my job description. This is common in most organizations as it inhibits the motivation and employee initiative. This type of conformity is very important since it dictates the customer feedback and the overall business relations with the stakeholders.

The primary concern for adherence to the basic rules at the workplace has proven to contribute significantly to the workplace cohesiveness which is important for ensuring that there is a smooth and effective communication. Moreover, conformity to these rules has enabled the workers in my organization to work towards a common goal which is achieving the organizational objectives (Johnson, Kevin). I find it important to disregard my values and practices and assume a different persona at the workplace for the following reasons;

1. Adherence to state and local laws- I find it important to ensure that my professional practice is properly aligned to the set state and local laws that must be adhered upon to ensure that my organization is protected from any possible legal action.

2. Employee safety- I assume a different person at my workplace to disregard all my personal beliefs and cultures because I understand that all these rules are designed and implemented to protect the interests of customers, employees, and the organization itself.

3. A show of positive image- I find it important as employees to portray a positive image to customers at the workplace. This gives the customers an impression that the business is conducted with the utmost professionalism. For instance, enforcement of a proper dress code may not be important to me as an employee but it essentially shapes the attitude adopted by customers relating to the organization. Therefore, it important to adhere to these rules since ensuring uniformity in customer services policies create a reassurance in customers and motivate them to seek more of the products and services by the organization (Igor et al 2014).

4. Reinforcement of the organizational credibility- Most organizations rely on the credibility and reputation they have built with their clients over a long period of time. For instance, when an employee in an organization breaks one of the set rules or policies in a major way the customers may lose trust in the organization thus resulting in a business collapse.

5. Increased effectiveness in decision making- An organization that follows the set rules such as the dress code, it is easier to deal with any issues that pertain to the organizational rules. As a result, the complexity of decision-making when pursuing a new market gets more efficient when the hierarchy reporting rules are strictly adhered to (Wotten & Hoffman 2016).

6. Reduced Discrimination- When employees in an organization adhere to the rules and policies set by this organization, it becomes easier to reduce instances of discrimination since all employees share common practices and culture. In my organization, I have experienced cases of discrimination when some workers refuse to let go of their personal beliefs, values, and practices. In this case, the employees become susceptible to discrimination on the basis of these values and practices.

## Conclusion

In conclusion, I find it important to conform to the basic rules that regulate my code of conduct as an employee by assuming a different persona when at the workplace. However, this does not mean alienation to my culture, practices, values, and beliefs. As a professional, it is expected that many organizations have different rules regarding professional practice and thus it’s important to be flexible enough to adjust to any organization demands for the best interests of myself, the other members of my workforce, and for career growth purposes. Conformity to the organizational rules such as the provisions of the federal law seeks to protect the organization from any possible lawsuits on the basis of non-conformity. Sometimes it’s hard to adjust to these rules especially where issues of religious beliefs on the dress code are concerned. For such reasons as religious beliefs, most organizations find it important to explicitly state the rules and regulations during the employment process to give the potential employees an opportunity to choose. In all these cases, I find it good to conform to all the rules of professional practice.

## Works Cited

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