A STUDY ON REASONS BEHIND ORGANIZATIONAL SILENCE

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ABSTRACT

Employees are the major sources of change in organizations. Problems in an organization can first be identified by employees before other stakeholders notice it. However, under certain circumstances, employees withholds these vital information, such an act is called organizational silence. This study is an attempt to find out the various reasons for organizational silence. Descriptive research design is used in this study. The researcher used survey method to collect the primary data. The population was defined as the total number of employees working in the banking industry in Kochi which accounts to be 10000. Simple random sampling was adopted to select 200 respondents. The study found that issues relating to organizational procedure, individual issues, organizational climate, lack of group cohesiveness and leadership issues.

KEYWORDS: Individual Issues, Group Cohesiveness, Leadership Issues, Organizational Climate, Organizational Procedure, Organizational Silence.
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