We are a family- Work Culture

by Jana Publication & Research

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Abstract

The concept of a "family" work culture can be misleading, as organizations often try to trick employees into being more loyal to the company than they are willing to give them. This can lead to a workplace atmosphere where employees feel appreciated for their work and who they are as people, building loyalty and a feeling of belonging. However, organizations will never treat employees like family, even if they say "we're a family here."

One characteristic of a "family" workplace is that management may select two or three employees to counter their colleagues who speak against bad policies or unfair rules. Biased management goes against the values of fairness, impartiality, and meritocracy that should guide the choices that leaders make in a company. Different kinds of biases can show up in different ways, such as affinity biased hiring, confirmation bias, gender, religion, and region.

A "We're Family" work culture can have advantages such as trust, open communication, respect, strong bonds, care, understanding, and commitment, which can boost productivity and retention. However, it can also lead to one-sided expectations, blurred boundaries, and concerns about inclusion.

The disadvantages of a "Family" work culture include one-sided expectations, blurred boundaries, and concerns about inclusion. It is essential for businesses to decide what aspect of "family" they want to uphold as a set of values and simply say that instead.

Content

When people talk about their workplace, "family" usually means a place where everyone feels like they belong, are supported, and respect each other, like a family. This can show up as a workplace atmosphere where employees & workers feel appreciated not only for their work but also for who they are as people, which builds loyalty and a feeling of belonging.

Yes, this is how Organizations try to trick you into being more loyal to the company than they're willing to give you.

The idea is that someone will give their family a lot with no expectations in return. You stop what you're doing to help a family member who is hurt. You do what you can to help them if they're in real trouble. You feed them if they're hungry and don't expect anything in return.

Not only that, but you don't respect your family based on what you get in return. Management's loyalty change because you need one worker more than the other.

That's what a business that says "we're a family" wants from you.
Their goal is to get you to care more about being at work than the money you're making. They want you to be ready to work long hours, weekends, and extra jobs with little or no notice.

Organisations will NEVER treat you like family, even if they say "we're a family." That's the most important thing to remember.

NEVER, if a family member gets sick and can't keep their promise, their family doesn't tell them they're letting everyone down and takes money out of their pay.

It doesn't blame or lay off family members if the family isn't making as much money as it needs or wants, if a family member has personal issues that keep them from being as present for the family as they used to be, the family doesn't fire and hire someone else. They know that their family will be there for them when they're ready and gives them the space and support they need.

The phrase "We're a family" from your top management /person is probably just a lie to make you feel good. More often than not, though, it's an attempt to get you to do more for the company than they're paying you for.

Characteristics & Red flag Areas of "We're family" Culture:-

1. **We're a family here**- It may sound pleasant on the surface. "Family" workplaces are usually not good for employees because they feel like they have to put the needs of the company ahead of their own.
   Management to hide their Incompetency's, select two or three Employees to counter their colleagues who speak against bad policies of the management or unfair rules or double standards.

2. **Biased Management**- A big part of biased management is going against the values of fairness, impartiality, and meritocracy that, in a perfect world, should guide the choices that leaders make in a company.
   Different kinds of biases can show up in different ways. Some are mild, like unconscious bias, while others are very clear, like acts of discrimination that everyone can see.

   If you want to properly examine the idea of biased management, you need to have a full understanding of how complicated it is and the different ways it can get into how decisions are made in an organisation.

   - Affinity biased hiring- There is a condition known as affinity bias that arises during the employment process. This bias develops when managers favour individuals who share similar characteristics, backgrounds, or hobbies. This is another issue to consider with regard to the "We're Family" company.

   - Confirmation Bias-As we think, we naturally look for and favour information that backs up what we already think. This is called confirmation bias of the

mind. In turn, this makes us likely to ignore any knowledge that goes against what we already believe.

Even though confirmation bias is frequently unintended, it can nonetheless result in poor decision-making in research conducted in the field of psychology, as well as in legal or real-life situations.

- There could be other biases like based on gender, religion, region Etc.

These biases impact the selection, retention, and evaluation of evidence.

For example: Management hires anyone (In competent, Inexperienced, Son & daughters of their known Etc.) & promote anyone because "We're family".

Some of the interesting instances may be that much junior person is asked to review of the work or competency or training needs of seniors (in some cases experience of the person whose report is reviewed is more than the age of the reviewing person).

Motivators of Affinity Biases

Affinity bias, which is also called similarity bias, is the underlying tendency for people to be drawn to others who have identical opinions, desires, and backgrounds.
We may believe that we choose the people we remain in with based on their character, but the truth is that we're not very good at being neutral when we pick out who we like and want to be around. People usually are drawn to others because they make them feel like they could be themselves.
When you talk to people who have different ideas or come from different places, it can be challenging or uncomfortable. Affinity bias happens when we like people more when they share our views. In this way, we can avoid disagreements and other conflicts.

- Sense of validation: Being with people who are like us is reassuring. What we say and think is more likely to be agreed upon and supported.
- Halo Effect: One good thought about someone can change how we feel about them in general. This is called the halo effect.
  Some of us might not even be aware of the skills and abilities they have. Instead, we might think they'd be a good coworker or fit because they have a trait we admire or relate to.
- Conflict avoidance: Affinity bias keeps us from having to deal with other people's different points of view that we might find hard to accept.
- Mental shortcuts: Affinity bias helps our brains save energy by giving us mental shortcuts, also called heuristics (rules or norms). If someone says "like me," we don't think critically about them; instead, we just move on without giving it much thought.

Motivators of Confirmation Bias

The experience of having to deal with realities that are contrary to what we believe is one that is both stressful and unpleasant.
On the other hand, it is satisfying when the facts support the thoughts and beliefs that we already have about the world. The answer is yes. A small amount of dopamine is released, which communicates to your brain that you are experiencing positive emotions.
This is one of the reasons why management prefers to work with individuals that share their beliefs and opinions. Furthermore, this is one of the reasons why they prefer following other

people on social media who have viewpoints that are comparable to their own when it comes to perspectives. [1]

- You only look for information that supports what you already believe and ignore or dismiss information that doesn't.
- Instead of looking at all the evidence, you are looking for evidence that defends what you already believe to be true.
- Using assumptions or personal preferences to judge what you read.
- Remember the things that support your beliefs and forgetting or ignoring the things that don't.
- Having strongly influenced by information (positive or negative) that confirms what you already believe while not being affected much by information that doesn't.

Creation of Echo Chamber- Echo Chamber is a It is possible for management to establish a culture in which dissenting perspectives are not allowed or even acknowledged if they limit themselves to surrounding themselves with people who share their beliefs. Management promote certain group of people whereas neglect the opinion of others.

People who think there is an echo chamber (Listening room) will only believe things that support what they already believe. They either don't pay attention to or don't care about information that doesn't fit with what they believe.
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Disagreed voices that come into the echo chamber are actively kept out. There is a structured manipulation of trust in the echo chamber that makes all outside sources look bad.
In this way, sound chambers are very strong. They come from the way people naturally want to be liked and reject other points of view.

As a result management also contribute to the formation of collective bias.

When management uses the phrase "we're family," they are expressing their expectation that employees will demonstrate these qualities. However, they are not providing the benefits that people typically anticipate receiving from their families in exchange, such as affection, emotional support, and a financial safety net (and they should not, in the majority of business relationships).

It is possible for a "We're Family" culture to knowingly hide or tolerate poor professionalism by blurring limits and decreasing accountability. This is despite the fact that the culture is frequently designed to encourage strong ties and loyalty.
As a result, this can result in a dangerous environment in which bad performance is tolerated, favouritism flourishes, and constructive feedback is dismissed out of dislike for hurting feelings.

Advantages of a real "Family" Workplace Culture:

The advantages of the real "We're family-Work culture" are:

a) **Trust and Open Communication**: Employees are happy to talk to their bosses and co-workers about their thoughts, worries, and personal matters.
b) **Respect and Help**: It's very important to respect each other and be ready to help each other out when we need it.
c) **Strong Bonds**: Colleagues feel like they have a common goal, which brings them together.
d) **Care and understanding**: Workers are seen as unique people with different experiences and needs, and the company cares about their health and happiness.
e) **Commitment and Loyalty**: Employee retention is more and they stay with company longer if they consider that they are part of a family. This can help keep employees and boost productivity.

Disadvantages of a "Family" work culture:

a) **One-Sided Expectations**: A "family" mentality can sometimes make workers expect too much loyalty and commitment from their employers without expecting the same in return.
b) **Blurred Boundaries**: Sometimes the lines between work and personal life get fuzzy, which can cause problems and burnout.
c) **Concerns about inclusion**: A "family" society might not accept different family arrangements or personal tastes.
d) A business would do much better by deciding what aspect of "family" they want to uphold as a set of values and just say *that* instead.
e) **It has to end soon.**
   Eventually due to family constraints, Employees put in less work and act less professionally, but they still think they deserve to keep their job forever. In office cultures that are more like families, relationships are already casual and poorly managed.
f) There is a lot of favouritism, and things are often less organised and more chaotic. This exhaustion makes it hard to get better. If stress gets bad enough, the company usually has to start over by cleaning up and finding new victims because they didn't learn anything from the first time.
g) **A gradual loss of faith**
   The foundation of any successful team is trust in one another. The erosion of this basis, which leaves members of the team questioning the fairness of decisions, is caused by biassed management, whether it is perceived or genuine. It is possible for individuals to develop a sense of betrayal when they have the suspicion that promotions, assignments, or recognition are affected by causes other than merit. Once trust has been broken, it is difficult to regain it, which can lead to fissures within the team that make it difficult to work together.

h) **Team Cohesion That Was Undermined**
   An atmosphere in which every member of the team feels respected and appreciated is conducive to the growth of team cohesion. This equilibrium is thrown off by biased management, which results in rifts spreading throughout the team. In situations where decisions are considered to favour particular persons or groups, it can give rise to a feeling of exclusion among other individuals and groups. The end effect is a team that is disjointed, which

makes it difficult to work together and reduces the synergy that is essential for overcoming difficult difficulties.

One Screwed in management take the liberty to contact your junior or down the line associates because "We're a family", a deception to establish a direct contact.

i) **Family and work have different needs**.

Work families are often used to describe a helpful and cooperative workplace, but they are rarely that. In the workplace, the word "family" itself is a word that can be used to control people.

A business can't love you or make you feel better on your worst days, and they'll never be your friend. At home, your family is always there for you, but at work, you need to set the rules for everyone else, or they might be open to a bad way of working. There can be problems in a family and still stay together, but businesses need to be as efficient as possible to stay open and grow.

Latest example is Corona Period when Employees are left to theirown & hardly any company with "We're family" culture supported their employees.

j) **The business relationship turns into a personal one.**
In the end, business is just that. One day you might get praise, and the next day you might get fired. It will feel more personal to let someone go or give them comments in a family-style setting. After all, you don't fire or teach a family member how to do their job. Some employees don't want to get close to their bosses or coworkers on an emotional level. You should leave personal things outside of work and not bring them into the office. That doesn't mean you shouldn't share when you can, but you also shouldn't count on a group to tell you what to do and keep you safe. It's not going to happen.

k) **Behaving dishonourably is caused by unreasonable loyalty**
Family means loyalty, using work ties to sell a way of life for "team players." It has been shown that overly loyal people will do bad things to keep their jobs or move up in the company. On the other hand, this kind of fake loyalty makes employees less likely to want to speak out against their co-workers, which hides wrongdoings and sin. It's even worse that work-family will go out of their way to protect people who have been having illicit affairs. This encourages more graft and confirms that it's okay to do business in this way.

l) **Employees who aren't wanted are isolated**
People who don't work in a family-style way are often seen as outsiders in their companies and either leave on their own or are fired for not being a good "cultural fit." Tight-knit families can be good, but a tight-knit culture at work can be bad if the goal is to celebrate similarities and avoid differences in personality and opinion. Because of this, there is more employee turnover in places that call themselves "family." As long as a rotating door makes it hard to express yourself, more work gets put on everyone else's shoulders.

Way forward

Work cultures should respect employees who set and meet reasonable goals, both for what is expected of them in terms of performance and for how they handle problems at work and in their personal lives. In the employee handbook, there should be a clear code of behaviour and ethics that holds both staff and management accountable. If anyone breaks the code, there should be clear consequences.

Everyone, from the most environmentally friendly worker to the CEO, should share feedback regularly and openly. If it makes sense, a good boss will try to implement their employee's ideas, or at the very least, they'll talk to them about it to show that they want to help them grow. There should be fair pay and perks that are in line with the job and the size of the company. Everyone in the organisation should understand that ties at work are short-term and transactional.

Despite the fact that working helps you pay for your lifestyle, this does not mean that you owe your employer more money than they pay you. You place a high value on your time, your finances, and your actual family.

In the event that you find yourself in any company, you should not follow the crowd. Additionally, value, quality, and appropriate conduct in business may and will be found in other places.

In the event that an employee passes away, management will be preoccupied with recruiting replacements, while the person's family will be heartbroken at the loss of a loved one. It is important to keep in mind that while you are replaceable at business, you are extremely precious at home. Try not to make your job your life and do not fall in trap "We're family".

Conclusion

In conclusion, organizations should be aware of the potential negative effects of a "family" work culture and strive to create a more supportive and respectful environment for employees. By understanding the various types of biases and recognizing the importance of fairness, impartiality, and meritocracy in decision-making processes, organizations can create a more positive and productive work

Avoiding the "We are a family" dynamic in the workplace is crucial for maintaining a healthy work environment.

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