



## Reflection Paper on Organization Behavior

kiwiberry2900 3/9/2013 MGMT 541 Self-reflection paper Motivation Motivation represents psychological processes that cause arousal, direction, and persistence of voluntary actions that are goal directed. There are substantial positive relations between job characteristics, satisfaction, and motivation. Job characteristics of Variety and Task Significance were found to be particularly important to employee satisfaction and motivation.

These are examples that almost everyone will encounter in real life: job design and job enrichment My work experience when I was in Shanghai was with the Taxation Bureau. Initially I was assigned general work in the department such as doing tax registration for the new companies and I wasn't motivated. The job was simple, just checking and cataloging all of the documents that the company representatives provided, and giving them the application forms. I also answered related questions and followed up after the companies with the tax license were sanctioned.

At this job position, the skill varieties were very limited. The routine work was just following the rules and did not need any professional judgment. After a month or so, I felt bored. Besides the skill variety, the job also lacked autonomy. Sometimes I just went out for some reason, probably there were several company representatives were waiting for me, while other time there is nobody show up in a whole day. As a young woman, I can't further myself in the job, anyone can do it. I had no progress, no satisfaction about the job and no intrinsic motivation.

Although the tasks were significant to the whole bureau, it is hard to see our bigger function of the organization. In the end, after I pleased the human resources department several times, I was allowed to join another department. A lot of young people did not like to be fixed on a general position which would not allow them to accumulate the professional experience and explore the deep side of the field, and that often makes a problem in the hierarchical organization. Equity theory The Shanghai Taxation Bureau in which I had worked for more than 10 years is a hierarchical organization including a lot of levels.

It is the administrative and management body that carries out the state's taxation activities within the administrative jurisdiction of Shanghai Municipality. Its main functions and responsibilities include implementing state taxation laws, regulations and codes, researching and formulating tax development plans and annual work plans for local taxation. The administrative position involves supervising every month's tax declaration and collection and making sure the money will be transferred into the state treasury according to the related laws, regulations and codes.

There are 26 branches attached to the taxation bureau, and over 10000 employees working

# Individual Reflection Paper Organizational Behavior

**Xiaolong Qi**



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