

When the Organization Eats its Entrails

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Some contemporary organizations are going through a state of administrative corruption, which is represented by the organization's leadership dismissing distinguished employees, either for the purposes of preserving the job position, or for the purposes of revenge for personal goals, or because it is convinced of the necessity of introducing new blood into the organization and replacing it with old blood.

In fact, such a thing causes the organization to live in a state called "eating the entrails." When the organization eats its entrails, it undoubtedly accelerates its annihilation and the end of its entire existence.

Such a leadership that seeks to abandon qualified employees and fights them with the weapon of sterile instructions and regulations that it enacts from time to time, or due to the presence of a factor of psychological jealousy and occupational class hatred, or its persistent effort to burden those competencies with more duties and many tasks that many departments are unable to carry out.

Then these competent employees are asked what happened to the duties and tasks that were assigned to you, noting that the time they were given to complete those duties does not amount to a few hours.

Such a matter gives that unjust leadership the opportunity to get rid of those competencies and throw them outside the walls of the organization that these employees built with their knowledge, skills, and job competencies.

Moreover, such organizational leadership is moving towards putting pressure on the existing competencies in the organization by depriving them of attending their children's graduation celebrations from schools, preventing them from spending a short vacation with their wives, or threatening and intimidating a lot from time to time through sterile guidance lectures that have no title or name. Organizational value, all in order to force these employees to leave the organization indirectly.

The organization that eats its innards must later live in a state of organizational winter that prompts it to abandon its responsibilities towards its remaining employees and towards the society that it convinced from the beginning of its establishment of its ability to serve it and develop its structure.

An organization that eats its own entrails, in reality, betrays its moral responsibilities towards its employees and society and makes them live in a state of confusion and disarray. Moral decay spreads, honesty is lost, vice and theft become widespread, the circle of bribes expands, injustice against the hardworking person increases and he is not given the last chance, while the lazy and negligent employee is motivated and received with a broad smile and his opinion is taken into consideration. Even if it was a mistake, he is given the last chance.

An organization that eats its innards creates a state of lack of confidence in its leadership at the three administrative levels, and makes the organization dominated by vertical communication and living in a state of individualism in decision-making. There are no incentives, loss of interest in employees, and a spider's web climate prevails based on conspiracies, intrigues, grudges, and organizational malice.

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