

NO13010

Claretha Hughes

Abstract

Modification Value of people is a new concept. Leaders and employees have expectations of themselves that they seek to meet in order to enhance their own and organizational development. Modification of people within the context of the five values model is to look at how the person grows and changes not only through activities provided by the organization, but also activities that people use for self-development including education that may or may not align with their current jobs. The key for the organization is to understand that some employees want to grow and change and how do they adjust to these employees' need or convince the employees to adapt their new knowledge to the goals of the organization if feasible. To accomplish this employees and organizations often set expectations and may be lax in their execution and management of these expectations. This article suggests ways in which leaders and employees can manage modification value to improve organizational success.