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# The Effects on a Working World Without Titles

Keeleigh Verdelle Foster

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# The Effects On A Working World Without Titles

Honors Program



## Introduction

Titles given throughout life make up many individuals self-identify. Imagine a work place setting, university, or family structure without titles. Through evaluation of academic journals, one could see the positive and negative effects of removing title in a working environment. I saw this led to how compensation structure would be created for employees, who would give approval on items such as time off work, what a normal work week looked like, and who would be the final decision maker in crucial situations. Focusing on the dynamics of a working environment with no definitions of responsibility, seniority, and removal of titles one can see how important a person's title is physically and mentally to employees in the workplace.

## Work Culture

From a human resource perspective, demographics of a working organizational structure is very important. If the wrong person is hired, then a bad hire can cause a decrease in employee morale as well as distract from the overall structure of the organization. Within an organizational structure, there is a defined chain of command. When titles are removed from the organizational structure it affects different aspects. One big issue is defining who is in charge and if it will be done by a certain system. Levels of education, experience, and abilities play a major role in giving certain job titles. When the titles are removed, it can affect: the job description, the responsibilities of the job, pay scale, benefits, and many other aspects. Having the ability to advance offers a sense of competition. The removal of these titles can cause severe emotional distress with multiple contributors to the organizational structure. There would be a lack of competition, employee morale would be down, and there would be a lack of productivity. The purpose or drive for success would be gone.

## Human Resources

Even if you were to take all of the titles away in an organization, there would still need to be an employee making all the decisions regarding staff and basic human resource functions. Without the Human Resources professionals in an organization, a company could have the potential to not be successful. There would also be a high likelihood of tension created amongst employees that would in turn cause additional conflict at work that could have a negative impact on the workplace such as workplace violence, harassment, and other scenarios. Most companies depend on their human resource department to monitor the employees and to advise the employees when needed. This could also have the potential to lead to lawsuits without having the proper guidance in dealing with certain situations. It could also stifle employee development and engagement.

## Self- Identity

In many professions there are professional levels that are defined by titles. When the titles are stripped away how does it effect a person, coworkers, and the business. Titles can have positive and negative connotation, power levels, and emotional aspects. According to "Job titles as identity badges: how self-reflective titles can reduce emotional exhaustion", job titles are the cornerstone of any organization. This can also be true about an individual professional and personal self-identity. A title defines a set of responsibilities, pay, knowledge, and other aspects of a job and the individual. According to "Job titles as identity badges: how self-reflective titles can reduce emotional exhaustion", that job titles can cause emotional stress between co-workers and identity problems, if that title was to be taken away. Titles can hold a lot of meaning to a person in certain cultures titles hold social statuses as well. When taking away an individual title can make a person feel many emotions. Also, this can affect a person in a physical sense. This can cause them to become reclusive or act out needing a sense of accomplishment.

## Working Structure

When titles are removed, one of the biggest concerns I researched was how it could affect employee pay. When so much is defined by a title, one can see the importance it actually holds. Vacation time, sick leave, and days off also bring into question what employees will accrue based on their title. Because it all goes back to how the compensation structure and job design. From a human resourcing perspective, The responsibilities will be different for the business and will affect the structure of the business. The company would structure this decision based on time with the company. Removing job titles can and will affect productivity of a business. The company and they are as a business will suffer due to a fact a low morale. The company would have to implement different incentives besides promotions to motivate their employees. They would have to come up with creative ways to evaluate, give out promotions, and other incentives that come with certain titles. Without titles determining these new incentives programs would have to be decided by the owners of the company.

## Conclusion

In today's society, I see the work force moving towards removing certain titles and instead giving neutral job names. The reason being is that the generation of young adults grew up in a time of participation trophies instead of having a defined winner and loser. I the working force titles bring competition and motivation to be a "winner" in a company and not just a participating. I feel that there will be a push to have for neutral job titles so that everyone believes that are a "winner" instead of having the motivation to reach professional goals. The professional world can foresee a trend of more neutral job titles in the future with the millennials taking higher roles within the business realm.

## Acknowledgement

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Amy Clem  
Honors mentor