

NEPOTISM-FAVORITISM-CRONYISM

Nepotism, favoritism, and cronyism—we see it everywhere. Nepotism shows preferential treatment of relatives (blood or marriage), and favoritism is when preferential treatment is shown to friends or family. Cronyism (17th-century slang) is showing favoritism to longstanding friends regardless of their competence or skill.

Signs of administrative employee favoritism:

- Undeserved promotions
- Selective input from employees
- Extra leadership attention
- Evidence of double standards
- Administrative “pet” is easily identified
- Recognition of “entitlement.”
- Excessive privileges granted to an employee
- Speaking harshly or in a demeaning tone to one employee and not another
- Offensive jokes and comments about a specific employee
- The best lunchtimes, office, phones, etc. are given to a selected employee
- Hiring younger and unqualified employees
- Spreading gossip and rumors about an employee
- Transferring, demoting, or dismissing without good cause

How an employee can stop administrative favoritism:

- Document unfair treatment
- Report the unfair treatment/harassment
- File a complaint or report as a result of detailed records
- Keep copies of all related documents prepared and filed
- If job termination occurs, contact a labor law attorney for options
- Do not discuss the situation online or with others—it may be prohibited by organizational policy
- File a complaint to EEOC or DFEH for legal advice
- Seek free legal advice/consultation

The three behaviors (nepotism, favoritism, and cronyism) by the administration show partiality to job positions/assignments for employees. Organizational behaviors related to these three behaviors replace the principles of merit—knowledge, skills, ability, competence, success, level of education, or promotion of employees. Such administrative behavior promotes the feeling of an unfair environment that weakens the organization and decreases overall job satisfaction and performance. It is viewed as an organizational corruption called “tribalism” due to preferential treatment and over-concern for specific persons or groups. Research revealed that these organizational behaviors significantly affect an existing employee’s intention to quit, degree of job satisfaction, and employee organizational commitment.

So—as a relatively small community where family members and friends are rampant, how do we deal with organizational nepotism, favoritism, and cronyism? First and foremost, we must realize that it does and will continue to happen! We care for each other! Many community members are relatives or friendly neighbors, and together form decision-making bodies that determine everyday activities. However, in all this community “tribalism,” we know it is advantageous to understand the relevant

concepts of preferential leadership behaviors related to nepotism, favoritism, and cronyism. Why is it important to understand these community behaviors? Because administrative employee decisions/choices are expected to be founded on purpose, logic, and intellect.

Duo or multiple community boards/committees can be of concern when members of various boards are related or close friends. How does a family member or friend be an effective, unbiased decision-maker on various or numerous community groups/boards/committees involving other relatives or friends? It is intellectually smart to realize that the decision(s) made on behalf of the goals of one group/board/committee might be detrimental to the goals of another group/board/committee trust. It is expected and trusted that intelligent, nonbiased decisions are made by participating family members or friends regardless of the specific board at any particular time. However, when a person is responsible for more than one decision-making situation in one group/committee/board, there is a tendency to sooner-or-later experience a Conflict of Interest between the groups or boards. Conflict of Interest or conflicting outcomes or decisions between groups/committees/boards is possible when communities encourage or allow (for many reasons) a community member's multiple group/committee/board participation.

Know the theory related to nepotism, favoritism, and cronyism to minimize costs and ineffective employee behaviors and encourage diverse unencumbered administrative outcomes.

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