

Student's name

Institution of affiliation

Date

Barber Shop Movie (2002)

This is a comedy movie that depicts the life of a community. Besides, it describes how people (barbers) are organized to live and work together in the barber Shop. The movie shows how employees in an organization comes together to share views. In addition, it shows difference in human behavior and perceptions in an organization. The movie illustrates the various concepts managers need to acquire for successful management of diversified workforce in an organization (kreitz, 2007). It shows the nature of organization the barbershop is and how people within it interact.

The story illustrates social systems as nature of organization. It describes how barbers within organization socialize with one another. The barber shop depicts diversified workforce. It has a white barber, five black men and a woman. From the story one is able to know how the owner, Ice Cube, embrace diversity of the employees and manage them while maintaining the culture of the barbershop. He is able to handle individual's behaviors as it can be seen that different barbers in the shop has different behaviors.

The movie also shows how mutual interest exists between a company and employees. In the story, it reaches a point when Ice Cube decided to sell the barber shop that he inherited from his father. He sells it to loan shark. This affects the barbers who relied on the shop. They are devastated. Besides, Ice Cube is devastated too when he realize how important the barber shop was to him and other barbers he worked with. When Ice Cube sells the barber shop, everyone is angry about the move including customers. This is because the barber shop was more than a service and an employment source for the stakeholders. It created a community of friendship and continuity where people shared ideas and various discussions.

He decides to repurchase the barber shop form which he is told he can buy it, double the price he sold it. He is desperate to pass the culture of the barber shop from generations to generations just the way he inherited the barber shop from his father. This shows how important an organization is to owners and employees, the mutual relationship that exists with organization and stakeholders (Bratton, 2015)

There are various OB concepts that have aided the characters in the movie. For instance, there is the organization behavior concept of value of person and how they should be treated differently in an organization. This has eased tension in the movie for instance; the barber shop has barbers with different values and personalities. Barbers in the shop are able to treat each one of them accordingly and they value diversity by embracing every one. For instance, Eve, who is a female barber in the shop, gets angry when her juice is drunk. She confronts the other barbers wanting to know who drunk it. The way she express her anger is violent in nature.

However, other employees value her and they are able to handle her the way she is. Besides, the fact that Ice Cube embraces diversity has enabled him to effectively handle the diverse workforce he has. At one point, the viewers might think that Ice Cube would fire the barbers for their rowdy behaviors in the shop. However, that is not the case and instead, barbers and customers like it the way the situation it is as for them, it is not just a barber shop but a place they feel comfortable at to share their views and ideas.

From the movie, viewers learn that one cannot separate work life and personal life. The characters in the movie have other things in life that they have to attend to. For example, Ice Cube has a pregnant wife and has to take care of her. That is why he is even pressurized to sell the shop so that he can take care of them but he later regrets. Besides, employee has motivational

behaviors because of the many needs that surround them. The movie educates how ethics and culture in an organization is important. For instance, Ice Cube later learns the importance of maintaining ethics in the workplace and why he should not be driven by hedonism of money loving in his operations.

References

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