

THE ESSENCE OF COMMON BARRIERS TO EFFECTIVE COMMUNICATION IN AN ORGANIZATION

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Managers have traditionally spent the majority of their time communicating in one form or another (meetings, face-to-face discussions, memos, letters, e-mails, reports, etc.). Today, however, more and more employees find that an important part of their work is communication, especially now that service workers outnumber production workers and research as well as production processes emphasize greater collaboration and teamwork among workers in different functional groups. Moreover, a sea-change in communication technologies has contributed to the transformation of both work and organizational structure. For these reasons, communication practices and technologies have become more important in all organizations, but they are perhaps most important in knowledge-intensive organizations and sectors and, as such, are of great significance to science organizations and to public science management.

Just about any business, regardless of size, depends on effective communication to operate at peak efficiency. Without it, necessary information is not conveyed or misunderstandings can occur, leading to costly mistakes and unhappy employees. A number of barriers to effective communication may be present in an organization that its leaders should be aware of.

Here are a few of the most commonly-found barriers in communication in an organization:

Perceptual Barriers is any individual perception that causes intended message to be received incorrectly causing barrier to effective communication. No two people view the world exactly the same. Each person has different ideas, thoughts, behaviors, mentality, experiences, and backgrounds. When people communicate, they formulate words to transmit messages based on their own perceptions. The receiver can perceive and interpret actions and words very differently than the sender intends and vice versa. So, the varied perceptions of every individual give rise to a need for effective communication.

Emotional Barriers: Another main barrier is the fear and mistrust that form the roots of our emotional barrier which stop us from communicating effectively with our co-workers.

Language Barriers: Language that describes what we would want to express and communicate to others, may at times, serve as a barrier to them. In today's global scenario, the greatest compliment we can pay to another person is by speaking and effectively communicating to them in their local language. We need to understand that the native language of employees can be different from anyone else's.

Cultural Barriers: The world is made up of diverse cultures. A cultural barrier arises when two individuals in an organization belong to different religions, states or countries due to lack of understanding or even personal prejudices.

Physical Barriers: Research shows that one of the key factors in building strong and integrated teams is **pr Barriers to Communication That Detract From Organizational Effectiveness**. Physical Barriers is any physical thing that hinders effective communication between one person/group and a second person/group. A physical barrier can be an actual physical structure or distance. Examples include walls, desks, cubicles, doors, yelling down a hallway, or being located in different buildings or rooms. Physical barriers are also anything that causes distractions or breaks concentration. Examples include background noise like radio or ringing phones, poor lighting, seating, or temperature that is too hot or cold.

There are other barriers to effective communication. To solve them there are a number of methods, which are combined to achieve the successful implementation of established company goals.

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