

The Influence of Communication on the Whole Company

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Abstract: The major problem in the company is the interaction of staff and cooperation between divisions. If employees do not have valid connections, they will pull down the advancement of the company. Several researchers found that communication skills can affect the operation of the whole enterprise. However, conservation skills still have unitary cognition, and some specialists recognize the importance of connection. Some people think that communication just has an impact on personal friendships. Therefore, this article collects data on communication behavior and work performance from employees. The information relies on the literature review method to observe separately the relationship work team of individuals and the communication of departments. This article studies the relationship between staff and company with communication. In the research, communication skills have a direct ratio between staff sense of belonging and the active environment in the company. These skills have an enormous influence on both the work performance of individuals and the run of the enterprise. Communication skills can improve the capacity of staff and hasten the reconciliation of sections. Communication is one of the serious factors to value in order to consider the entire framework of the company.

Keywords: Communication in the company, Communication skills, Literature review method

1. Introduction

Some people just think that the primary task is to work hard in the company, they only finish their tasks or report the summary information to the managers. Most people want to spend more time in to relax and are only concerned about the salary. But a lot of people generally communicate difficulty with colleagues when they have to deal with some collaborative documents. Also, they may usually not meet the requirements of the mission from the managers. Some people even be dismissed because of insufficient capacity. This article researches the impact in different positions and observes the connection of working in a whole enterprise. This article hopes that people can realize the importance of communication. In their free time, they can try to study some skills to improve their ability to converse and utilize these skills to solve the problem of work. Communication has a significant function in the company. This method can enhance the individual cooperation of frequency. In this way, employees gradually believe the company is a part of themselves and they will input more effort and prefer to work together with others[1]. Communication has enormous advantages for individuals and the whole company. For the common staff, conversation brings significant skills to increase the quality of tasks. For managers, communication not only helps them to express requirements for daily

life but also provides methods to manage subordinates. The whole company also needs to control the external progression. It is an active way to formulate a plan to change the drawbacks of a whole company. Sun demonstrated a relevant relationship between communication and the productivity of work. The enterprise needs feedback from different employees to judge potential risks in the company. The inner stabilization can help enterprises pay more attention to external negotiations. Active communication can provide the foundation of work.[2]. The aim of this article is that stand out the importance of communication in the company. This article helps individuals to master communication skills with superiors and colleagues and supplement the vacancy of function for the whole company.

2. The Advantages of Skillful Communication

2.1. The Relationship with Colleagues by Conversation

Communication is an inevitable topic in life. It has dual character in most jobs. For example, if people use positive and rational techniques, they may have more opportunities to cooperate with others and obtain the particulars of some documents when they face trouble. In contrast, if people just want to stay in a closed and narrow feeling, they generally have to face a lot of things by themselves. The company is a whole, and almost every department needs to connect with others. In the enterprise, subordinates need to understand how to report clearly files to their managers and solve correctly the tasks of the group. Supervisors also should communicate with employees to observe and understand their capacity for work. What is more, the human resource department needs to know the demands of different departments in order to recruit new employees. Most people need to integrate into individuals or groups when they are involved in the company.

If employees want to have active development of appointments, deft communication is a useful way to help them. For instance, several people usually join in the voting. If they want to have more number of votes, their popularity is also an important factor besides the ability to work. Cao expressed the link of communication for individuals. In the company, many troubles need people to communicate with others. If individuals can use active communication methods to talk, colleagues can avoid a lot of misunderstandings and improve their ability to work[3]. There is no denying that communication is one of the most important factors in a company. Both managers and ordinary employees should pay more attention to communication. It is also a good way to improve quality in a harmonious and positive environment of culture.

2.2. Function of Communication to Make Decisions

There is no doubt that decision-making in the company not only needs managers to formulate reasonable plans but also have relevant coordination of employees. There are many missions need managers and employees to solve collectively. Managers are required to convey orders, and employees need to finish the program. In the process of communication, managers have a concise and clear expression. This step is the prerequisite of effective communication. In many works, employees may have a variety of misunderstandings with their superiors. For instance, a lot of employees may suffer criticism from superiors when they report their documents. However, some superiors just made errors. Many employees did not know the true meaning of managers, and they also did not have methods that satisfied the requirements of superiors. It was worth nothing that most employees did not dare to talk details with their managers, because their managers may reprimand them, or decrease the satisfaction of employees for their ability to work. It is a performance of lacking communication. If both subordinates and managers do not have suitable methods to communicate, subordinates may gradually decrease their connection with their superiors and cause many problems

with tasks. If managers can not guide effectively employees, the timeliness and quality of documents may not be ensured.

To have direct and effective communication, many companies use the method of Flat Management. In some enterprises, if senior executives want to have an implementation plan, a report should be checked by the stepwise upward managers. When enterprises use Flat Management, they can decline some positions to accelerate the speed of communication. This formula can reduce direct misapprehensions of meaning, and it also can facilitate employees to boost comprehension of documents. A lot of investigations have tendered definitions and applications of Flat Management that can decline directly the classes of management and omit function in a different department. The enterprise can not only reduce the demand for employees but also decrease the middle management department between the decision-making department and execution department to the maximum limitation. Flat management will enhance the right of decision-making to promote the management efficiency of the company[4]. Although this method will increase mass tasks for managers, it still is one of the major trends of operation. This trend can indirectly react to the importance of communication in the company.

3. Conversation with Boss and Employees

The managers should have professional communication skills to receive the requirements from superiors and state specifically these points to the employees. As a link to the company, managers should master skills to facilitate the operation of the business. An analysis of the study announced work of a middle manager, their work will pay more attention to providing and announce advice. They need to collect suggestions from the employees and deal with the problems of the report. In order to find potential problems in the team, they should explore tasks in time. When managers face issues, they should formulate and carry out plans. They also report promptly difficulties to their superiors when they do not have methods to solve problems. Last but not least, managers should solve the troubles by relying on instructions[5]. They not only need to understand the requirements of superiors but also express clear advice to subordinates. Communication is the key to this position. If managers do not have communication skills, they may not show perfect efforts at work and advance their demands. In addition, if managers can not have reasonable conversations with their subordinates, the employees may not coordinate work.

3.1. Communication Skills with Subordinates for Managers

Managers can rely on communication to express the thinking of individuals and solve problems at work. Ineffective communication, there are two major factors to improve the quality of tasks. To start with, managers must convey clear content. For example, managers should mark the special forms of documents in order to decrease the unessential problems. In the questions, managers can provide detailed topics so that subordinates have a relevant direction to make a report. In addition, the second factor is a positive and compatible relationship. In front of this paragraph, this article mentions that subordinates even do not dare to communicate with their superiors because of rebuke and questionable capacity. Besides, if managers usually use angry emotions in an interaction with colleagues, some people may generate negative responses. Li regard the culture of communication. Professional and skillful communicators always have important functions. They not only need to express correct information about the content but also keep active relationships with colleagues in the company. If employees want to improve the quality of conservation, stable relationships are key actions. The steady nature of the relationship is an active and galliard environment. It can provide emotional, technological, and collaborative support [6]. If managers can create a positive and

harmonious atmosphere in the group, this environment can help employees to have an active attitude and enthusiasm to work.

In the early age, the management communication is a single chain. This stage did not care about the emotions and thinking of employees. The system of management just required subordinates to keep an obedient attitude. Some people gradually found the drawback and began a series of experiments. One of the most famous research is the Hawthorne Experiment. Mayo proved that laborers not only purchase the money but also have the demands of emotion. "This experiment assists the stand that a company should focus on the emotion of communication. Hawthorne's experiment has a significant influence on the conception of a social person. From the basic analysis, people are eager to obtain companionship, emotion, and a sense of belonging. What is more, the firm should use the method of democratic management. In the experiment, The company will increase productivity if it chooses the way of increasing salary and managing democratically"[7]. Managers should focus on the emotion of communication. In the friendly culture in the company, this environment can help employees to release their stress. Staff do not think that the enterprise is an emotionless machine. If people do not work in a pressured atmosphere, they may also hope the enterprise to better grow and put an active attitude to work. It also promotes the relationship of communication and connection between the enterprise and employees.

3.2. The Physical Demand of Middle Managers

For the development of the future, managers can not just wait for the upward trend of salary. There are many competitors in this position. Managers should finish their tasks, as well as continuously improve their abilities, such as software applications. According to the research, "Middle-level managers generally have a higher standard of work compared to the common staff. They may shoulder burdensome pressure of the work; therefore, the middle-level manager will pay more attention to the stable and promising nature of the job"[3]. If managers want to acquire the support of money from the company, the application of communication is a good way to help them seek opportunities. For many managers, they do not just wait for advantageous circumstances. If managers do not deliver the demand via communication, these demos and of managers may be omitted. Others do not understand their feeling of the heart from the bottom and realistic needs.

4. Communication in the Human Resource Department

4.1. Strategy of Communication to Attract Talent

The human resource department is one of the most skillful communication departments. When they recruit, especially external staff, they need to have professional judgment. They also need to focus on the demand for internal jobs and connect them. Liu stressed the significance of the process of job communication. The human resource department should prepare enormous information because it needs to match internal demand with external suppliers of technology. The human resource department should combine the future development of the company with the status of current each department[8]. Not only do individuals in the enterprise enhance their communication skills, but also position needs to improve these skills to work.

In the strategy of effective communication, recruitment is the major method to attract talent. The human resource department should judge the capacity of a person during a period of time. In this process, communication skills have an irreplaceable role. Some reports have entered the strategy for work productivity. A useful strategy of employment can help enterprises to attract professional talent. In this way, this method can improve the quality of the talent team and increase productivity. Besides, training of employees is also very significant. The company should provide employees with specialized technology and basic knowledge. Different positions will improve the efficiency of work

relying on their professional technology[9]. Human resources management should first understand the demands of different positions. For instance, some departments need technological workers. However, if human resources management arranges an administration person who does not match the position, this situation may cause a conflict of cooperation. Effective arrangements of jobs will become the basis of the company. The human resource department needs to study more communication skills to grow.

4.2. Communication Promotes Responsibility of the Human Resource Department

To have future development for the company, the duty of the human resources department is not only to select the professional person from the talent market but also let employees to accept new knowledge to adjust to the variation of society. In the company, Wang displayed the duties of the human resource department. The human resource department can use communication skills to encourage staff to attend training. To have better future opportunities in the market, the responsibility of human resource development is not only to select skilled talent but also to support employees to accept new knowledge to adapt to the variations of society [9]. If a company just gives staff a fundamental framework of business, this may be an enormous challenge for employees, especially for the person with unskillful communication.

A popular trend is TikTok. This company catches the opportunities of the market in time. The enterprise requires employees of the sales department to study the new knowledge. In the beginning, this software just was a platform to browse some short videos to enjoy happiness or time. Gradually, the managers of this software found that they could sell goods to earn price difference. Although each order had a little profit, they had enormous fans to utilize. The Tiktok began to train their employees to extend more downstream supplies to have cooperation. They trained salespersons to decrease the price of goods with sellers. Besides, They guided technicians to adjust the page of the videos to display the relevant commodities. To open the market, their human resources department trained internet celebrities to sell goods. According to the background of training, TikTok has enormous fans. Its major profit comes from the operation between the brand and the supply chain. When any brand becomes a popular IP, it will generate a relevant operation model of IP. TikTok creates a new way to decrease costs. It will work together with the supply chain of upper reaches to cultivate premium IP. To have a higher volume of flow, Tiktok requests employees to realize the sales and run of lower reaches[10]. This software drills employees to achieve the market for a virtual platform to sell goods. If company can train employees to catch the opportunities of age, it may achieve the success of business.

5. Suggestions to Promote Communication

5.1. Enhancing the Internal Channel

To start with, superiors can set various ways of communication, such as meetings and emails to improve efficiency. This method also can encourage employees to plan for themselves. Mou highlighted the importance of employees. If the human resource department can communicate with employees to care about their status and increase interaction with them, employees will have more responsibility for the enterprise. The company should help staff to set the long-term plan of occupation and combine the aim of strategy. These ways can promote the enthusiasm and active attitude of employees. If employees increase the loyalty to the company, the company and staff will have tremendous benefits[11]. What is more, communication can promote the sense of belonging of employees. The company not only trains professional workers but also focus on heartfelt employees. These two factors can help the company have a stable development. A previous report reflected the behavior and effort of staff. The employees will feel sense of honor and achievement when their

efforts are approved. They will put more sense of identity into the enterprise. These staff not only pay more attention and enthusiasm to the future work but also increase the productivity of work. When staff have a friendly connection with the company, this connection can contribute to the long-term future development[12]. The employees have concerns about company, and they may also facilitate naturally the conversation with the enterprise.

5.2. Caring External Employees

On the one hand, the company should pay more attention to the external importance of recruitment and training in the second essential field. First of all, a professional person is the key to effective work. When a human resources department accepts talented workers, it should hold studying of basic knowledge and professional skills to prepare the foundation for future work. In the company, many savants regard incentives of capacity by communication. It will provide a lot of training for unskilled employees. The training can help staff understand quickly the basic content of work and accommodate the new environment. This is a good method to improve the efficiency of staff. The company directs professional employees to study advanced business training. The training can help employees to know the high-level technology and knowledge and understand the information of field. When staff enhances their professional skills, they can finish smoothly work[9]. If employees improve firstly their professional capacity, they can have the convenience of communicating with others. They can use electronic equipment to deal with problems.

On the other hand, the enterprise also needs to improve the management of salary. The employer should have communication with employees to know their material demand. There are some consummate rewards. Other advice is the reward employees. If a company wants to have active productivity, it can provide additional bonuses and subsidies depending on the position. In this way, enterprises can not only satisfy the demand of different people but also attract effectively new staff. To enhance the effects, the institution of non-wage is also very significant. For example, the company can provide the choice of position growth, study resources, and work environment. These methods can guide and encourage employees to arise and also establish the basis of future work[9]. It is also a good way to let workers stay in the company rather than job hopping. When the internal and external environment become stable, the company can focus on attention to evolve. This link of the whole company is communication.

6. Conclusion

The communication information can reflect the feelings of employees. Most people generally have a better experience feeling of work, if they have good effective communication. Communication has significant effects on work, and professional communication skills can help employees promote their capacity for work. This research encourages employees to convey their realistic demands. The company does not just finish various contracts if it wants to increase the ability to work. It also needs to enhance the internal connection. In this research, communication is not just the responsibility of an individual or position. Almost every position should study the methods to talk separately with their superior and subordinate colleagues. Besides, the efficiency of different departments also needs communication skills. There are some drawbacks in this article. The first key is a shortage of other relevant factors, such as the well-being of employees. The second point is that data can be classified based on different situations, like personality nature and more posts. In future development, the research on communication will observe the skills of senior managers. It is necessary to explore the operation ability if the company can strengthen the relationship between the subordinate and senior managers.

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