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## **The Study and Importance of Networking and Building Relationship Skill In a Developing Business Organization**

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### **Abstract**

Networking is very important in this time in the arena of business organization. Networking means how you are connected to the all people and how they are connected with you in the structure of business organization. If an individual does work in the best way and nobody in the organization recognize and know him and his work as well, this situation shows, you have poor networking skill and relationship building skill. The best networking skill with the people in the organization, helps not only in present or current mutual profit but it plays a vital role in future scenario as well. A manager can do effectively work by making strong relationship with the help of networking skill and can put his all strong strength in achieving his personal and organization goals and all the employees can give their effective participation to their work and participate to achieve their and personal and organizational goals which to be converted in their future success and experience.

The main aim of this paper is to create awareness about the networking skill with in the all people and managers working at all level of any business organization.

**Keywords:** Networking, relationship building skill, organizational goal, personal goal, business organization.

### **Introduction**

In the modern scenario of Business organization, Networking is a part of interpersonal and mutual healthy relationship in an organization and plays a vital role. It makes interpersonal relationship stronger among all managers and their subordinates. Positive networking and relationship skill is essential for making and creating positive energy in life of people of an organization. When managers and employees are able to build positive relationship among them, they can perform better at work place learn more significantly and effectively.

Positive networking and relationship skill help people to feel safe and secure. They can better perform the task which has given to them and better concentrate on the task at their hand. In this business situation and environment the feeling of uncertainty and frustration is less. Feeling of happiness, joy and healthy atmosphere create a desire platform to act and learn. The strength and quality of making decision is improves. The place and space of conflict, confusion, unproductiveness, unproductivity, unhealthy competition and anger and personal offense are minimized. Building networking and positive relationship is not a very difficult task who are working with us in an organization as we are living in a world which is changing very fast. According to Peter Drucker, "this is the period that occur every 200 or 300 years when people don't understand the world and the past is not sufficient to explain the future", the basic skills remained constant in several thousand years which are essential for effective human relationship. Freedom, happiness, joy, trust, dignity, love, and honesty in the relationship have always been among the goals of human beings. Technological change could not change the basic human skills.

International survey indicate that face to face communication is still the second most frequent form of communication. Nearly 80% of a manager's working hour are spent in verbal communication. Many researchers have written a lot on

communication process. Many universities and colleges have their academic departments dedicated to the field of the speech communication. Despite that, managers at all levels have poor networking and relationship skills and communication skills too. That is a biggest problem for an organization they are associated with.

There are some important things which help to make strong networking and relationship skills in an individual as follows:-

**Be initiative:-**

If you are an employee and when you are working in the organization, give your initiative and interest of doing work before superior officers or someone or manager initiates to give you work. It may be possible that it may feel surprising but when you do this, in some of the days, you become habitual of this thing.

If you always put your foot ahead to get work for the progress of an organization, it will increase your valuable worth in the eyes of all employees and all the superior managers and officers of an organization and they will be always eager to be in touch with you, which will improve your networking and relationship because the work you perform with giving initiative by you, if it is in a right way, will always be honored by the superior manager or the top level management. So always be initiative for your best future and career in any of your business organization.

**Be acquainted with all:-**

All the people in the organization know you that is a good thing for an employee or an individual in an office or organization but for making acquaintance with all, he must have to break his personal boundaries for making them acquainted with him. It will build his/her networking and improve his/her relationship with all the employees and superior officers and managers too.

**Make a wide vision and think widely:-**

Networking is not a numeric game. It intimates you about your relationship quality and the depth of your relationship. It shows how you are in the eyes of other persons? And it intimates you also that in which form people know you? Networking is not a short term investment but it is a long term investment. So always make a wide vision and think widely.

**Always be frank with intelligence :-**

There is a thing to recognize that all people make relations and always be in touch of you, if you are frank with them and share all common and interesting things with them. So it is very important to an individual to become frank but there is a thing to be noticed that your frankness must not hurt anyone or anyone's feeling. So always be frank with intelligence with all the persons with you working and share all common things for making strong networking and relationship with them.

**Make people happy:-**

For a strong networking and relationship with the people in the organization, one should try to make all people in the organization happy. When you make all people happy, it increases your value and worth in the eyes of all of them. So always be aware that making people happy is the key factor of making strong relationship and networking.

**Be honest:-**

In an organization, you share some things with your subordinates or other members for your personal profit or interest and after some times you refuse from this will spoil your image and people will not take you and your all things, which is being shared by you seriously and will not respect you ahead.

So always stick with your things about which you say and shared with all and do not refuse from reality. It will build your relationship and networking.

**Meet with people differently and effectively :-**

It is an important and better way to make strong relationship with people is, one should meet people or colleagues differently and effectively. When you meet people who come from other cultures and environments effectively, it makes stronger your relationship and networking skills.

**Management of stress and time :-**

Management of stress and time are the most crucial management and relationship building skill. millions of workers are absent on an average working day because of stress related complains and lack of time management. An extensive survey of employees revealed that incompetent management is the largest cause of work place stress. It not only affects the workers negatively but managers also suffer from its consequences. The effective management behaviors like generating new ideas in a healthy atmosphere solving problems effectively, making good decision with cooperation with all subordinates or employee's etc. are badly affected by stress. so managers at all level and employees also must manage their personal stress and time to make healthy relationship and networking.

**Developing self- awareness :-**

Self awareness is very important in developing better relationship among employees . It is said that “ to govern others , first we must master ourselves. Management should develop self management skills to build self awareness. It is essential for developing understanding with other people.

**Solving problem analytically and creatively :-**

Problems are always with every person, employees and managers at all levels. Problem solving is a skill that is require in every aspects of life for every person. it is very rare that a person does not face any problem on any day . the job of a manager is particularly a problem solving job. hence he must improve problem solving skills . effective managers are able to solve problem analytically and creatively.

The approach following for analytically problem solving involves following four steps:-

- (a) **Define the problem.**
- (b) **Generate alternative solutions.**
- (c) **Evaluate and select an alternative.**
- (d) **Implement and follow up on the solution.**

This is the universal approach that make any problem easier to solve and help managers at all level and employees to make healthy networking and healthy relationship in an organization.

**Focus on Solution :-**

The discussion should be focused on the suggested alternative, not on the person. it helps the organization and others persons to feel that he is not criticized personally because the individual is separated from the behavior. The emphasis should be on finding a solution which is acceptable to both people. There should be no attempt to decide who is right and is wrong, who should change and who should not. When managers use supportive communication principal, it is found that people accept their genuine expression.

**Suggestion and findings**

With the reference to this paper there are some suggestion and finding to improve networking skills as follows:-

1. All the employees are the worth full and valuable resource of an individual organization so all must be treated in healthy way and smoothly atmosphere.
2. Effective communication makes healthy relationship among people in an organization.
3. Networking skill makes strong relationship among peoples in an organization whether they are belongs to top level or middle level or lower level.
4. All managers and employees must do work for betterment for self and others for making strong networking and relationship.

5. The goals of an organization can be achieved effectively with strong networking skill in the organization.
6. Managers at all levels and employees must take care of their personal stress and handle it effectively and also they must manage their time. For this they should apply time management in their life schedules for making healthy networking relationship with people in the organization.
7. Being honest with all employees in the organization is the key element for making healthy relationship.
8. Managers at all levels and employees must solve their problem analytically and creatively by applying analytical problem solving approach which comprising some universal and effective steps to solve the problem easily .
9. The managers at all level and employees must use supportive communication in the organization for making acceptable and healthy environment.
10. Top level managers must focus on finding solution of problems rather than blaming other employees or other managers for current problems and must concentrate on finding alternatives to solve the problems for achieving objectives and end goals of their organization.

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