


decision's consequences can have a significant impact on an enterprise's long term prosperity.

**Keywords:** location, company, AHP, TOPSIS, WSA, selection

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## João Farinha and Maria José Sousa

Universidade Europeia | Laureate International Universities, Lisbon, Portugal

**Abstract:** This study explores the communication, autonomy and responsibility concepts, which can generate organizational success. The purpose of the paper is to discuss how communication about autonomy and responsibility leads to a better performance both personal and organizational, from employees and also how communication can be performed by leaders to be effective on the organizational success. The research question is "How Leadership fosters Communication and impacts Employees Responsibility and Autonomy?" And it will lead us to test and validate the impact of communication on performance through organizations structures. Is necessary to gather the right people with certain behaviors and with the right information for better decision making and consequently better and faster business results can be achieved. Communication is the main factor for information to flow within the organization hierarchies or teams and departments. Employees transform that information into knowledge, thus their perception capacity and performance, being knowledge defined as "understood information" or information as "organized facts", applying it to their activities. In this context it's possible to say that knowledge workers and organizations are those, which use knowledge intensively Reinforcing the main purpose of this research mentioning that "effective leadership is still largely a matter of communication. An effective leader thinks about what he says, carefully working out every expression of any significance". The central idea here is that for a system to have the freedom to self-organize, it must have some degree of "space" or autonomy for the occurrence of the relevant innovation. The idea of integrating the needs of individuals and organizations became a powerful force. Alternatives to the bureaucratic organization have begun to emerge as the research showed how bureaucratic structures, leadership styles and the general work of organizations could be modified to create "richer" jobs and motivators that would encourage people to exercise their capacities and creativity This is a conceptual paper, which explores the concepts of communication, autonomy and responsibility, framed by

leadership models. The methodology used was documentary analysis, including papers from the main scientific databases: Scopus and WOS, using the keywords communication, autonomy, responsibility and leadership. In the near future the field methodology will be "Action Research" to study methods, contents and ways of communication from leaders to their teams. The study is going to be performed during 2015/2016 in a specific company environment, using several techniques to collect data: observation and the register of evidences in loco. Data collected will be analyzed and preliminary conclusions will lead to new researches and analysis and a cycle will be done until the end of the study. As expected results we hope to prove that Communication within organization hierarchies will generate more autonomy and better performance from employees which will originate better results from their tasks and thus more efficiency which in turn will lead to high organizational performance.

**Keywords:** leadership, communication, autonomy, responsibility, performance

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## **Organizational Justice, Employee Motivation and Performance**

**Ivana Jašková**

Masaryk University, Faculty of Economics and Administration, Department of Corporate Economy, Brno, Czech Republic

**Abstract:** Four dimensions of organizational justice are examined in this article, namely in connection with employee motivation and company performance. Organizational justice is a concept from behavioural science which refers to how dealing with employees within a company is perceived by those employees. Amongst other things, organizational justice has the potential to increase trust and commitment, improve job performance, citizenship behaviour, customer satisfaction and reduce conflict. Motivation in this article is understood as an employee's voluntary willingness to do extra work and to work overtime, and to put effort into their work. It is assumed that individual motivation leads to individual performance, and that individual performance is related to the performance of the whole organization. The main research question is whether an employee who perceives fair treatment within an organization is motivated to do some extra work for that organization and if this is connected with the organization's performance. Standardized questionnaires were used to determine the level of organizational justice and employee motivation. Corporate performance was evaluated using a financial performance indicator - specifically return on assets (ROA). The respondents to the questionnaires were employees of Fiat dealers, who had been