

BOARD OF MANAGEMENT – MULTAN INDUSTRIAL ESTATE

“ Innovative Work Behavior”

Innovative work behavior (IWB) is one of the most important need of today’s business organizations but due to excessive job demands employees constantly feel burdened which badly affects their behavior. IWB defined as: *introducing and implementing new ideas, products, and procedures within a group, role or organization itself in order to strengthen the whole organization.* The rapid change in technology and environmental demands, force employees to become competitive.

Work overload, unjustified tasks, unfair efforts, lack of transparency, rights & moral support and lack of moral conducts can cause decrease in innovative work behavior. This attitude effect on not only performance of employees but also it reduce productivity of organization as well which ultimately promote turnover behavior.

According to latest studies, fair efforts, transparency, fair competition, moral conduct & positive affiliation between supervisors and employees can produce innovative work behavior among employees. It is proved that innovative working environment can be created among employees through liberty and independence. It is necessary to focus on Innovative Work Behavior, for Organizational survival and competitiveness which totally depends on it.

Nouman Ahmad
Admin Officer BOM-MIE

**Advance Eid ul Adha Greetings to all
BOM/MIE Residents**

Precautionary Measures Covid -19

BOM/MIE cares for Workers & Make sure In all Phase 1 & 2 Industries for

- Use of Sanitizers machine at main entrance
- Use Temperature machine at main entrance
- Use of Hand Sanitizers
- Use of Mask for every staff
- Wash your hand for 20 second multiple times in a day
- Avoid Hand Shaking with each other
- Follow Social Distancing in working areas
- Avoid social gathering

Welcome to New Office Staff

Mr. Rifat Hayat Lodhi –
Joined BOM/MIE as an
Environmental Officer

Mr. Rashid Iqbal – Joined
BOM/MIE as Account
Assistant