Newcomer Information Seeking

Introduction

There are many things in seeking information, it could be formal and it could be informal as well. Newcomer in the context was the people who are new to an organization and how they gather the information. There are many ways for newcomers to seek the information they need, it also depend on the person him or herself (what type of person they are). Mostly newcomers will seek information related to their satisfaction, performance and intention to leave their organization. To fulfill the information that they needs newcomers normally would like to know what they peers think about them and what basically their needs is how to deal with the organization socially, normatively and politically.

Limitation

Most people by nature are expected themselves to be accepted anywhere they have socialization. For examples: in new workplace, school and other institution. There are some limitations that they face as individual, which are normally judgments by peers, person they work with, teachers, doctor or anyone that they interact with. Mostly people are tending to be quieter and feel uncomfortable with new people that are the reason they find some difficulties in collecting the information they seek. Because other people traditionally and adopted to think that new comers are the person that they need to be judge as they are passive, the way they response might be different. In my opinion in order to collect information and to adjust them self in one place individual person needs to know how other person thinks and act to be able enter the society.

The Information Newcomers Want to Know

Most of the characteristic that newcomers seek is the things that related to themselves, such as the work related to them, how to perform better to run their job, how to interact within the organization and the way to escape difficulties. In order to satisfy their interest, feedback plays important part of showing the performance, behavior, adjustment their need. According to Ashford: “A growing body of evidence indicates that individuals seek feedback in a variety of contexts” (Ashford, 1986). In my opinion it was by nature that people tend to know what other people think as reflection of themselves.

Form (Newcomer Information Seeking)

There are two forms in seeking information for newcomer. One way is by monitoring, which entails attending to a situation and the second way is to enquiring or asking to other person. There are differences in both forms, particularly in terms of cost that will incur when using them. By enquiring, the information seekers might make a mistake interpret the information. It can damage the seekers public image, it make the seeker appear insecure or incompetent or may annoy the information target (Ashford& Cummings, 1983; Miller & Jablin, 1991).
While direct information seeking, can reveal deficiencies in the seeker interpersonal skill and they do not necessarily have specific information source in mind. It all has cost, the technique of information seeking is also depend on what situation, it could be better to use the enquiring technique and sometimes monitoring the situation. For an example for collecting technical information it will mostly using the inquiry more often than monitoring.

If we divide information as formal and informal, in my opinion this is the way that people learns and collection information. Some person will intent to collect their information by asking people formally (it could be their supervisor, college, seniors) or by listening on what other people thinks and act. People are tend to arguing which technique are the best, in my opinion there is no right or wrong and also they all have different capability in tackling or handing some information that they need, furthermore its also depend on the person that use that technique (is it match to their own personality).

**Outcomes**

Base on the research socialization is positively related to job satisfaction and performance and negatively related to intentions to leave an organization. Newcomers are more likely like to reduce their level of uncertainty. It shows that the performance that newcomers perform is base on the information that they gather. In other word the more of information that are collected correctly the better performance the newcomers plays the role in organization, as well as their performance. There are many hypotheses or outcome research saying that newcomers are better in some techniques or form. Furthermore what actually happens are what ever the newcomers choose for gathering information that they needs are all depend on situation, the organization itself and how the package delivered to the source or the source to the recipient.

In my opinion mostly people (newcomers) normally seek information for their productivity, to be accepted as well to get accreditation from others. Furthermore organization also knows the fact that individual are tend to be encouraged to do something if they given the right information, therefore its depend on the organization on how they give information in a good package (to command the individual do what they want them to do).
Conclusion

Newcomers will seek information related to their satisfaction, performance and intention to leave their organization. Feedback is also important in seeking information for newcomers, its like measurement in the organization that they entered. There are limitations as measurement that given by the organizational to the newcomers by which are normally judgments by peers, person they work with, teachers, doctor or anyone that they interact with. Most newcomers seek is the things that related to themselves, such as the work related to them, how to perform better to run their job, how to interact within the organization and the way to escape difficulties. There are some forms that most newcomers do for seeking the information; they are by monitoring what other peoples do and also by enquiring straight away to the source. The forms that been use is all depend on the individual and what kind of information they needed at that time. There is some cost for both techniques and it was all depend, which one will be used in some situations. The relation between the learning the newcomer’s socialization is the same as understanding the information seeking process in organization.
Reference and Bibliography


James T. Mignerey; Rebecca B. Rubin; William I. Gorden.” Organizational entry: an investigation of newcomer communication behavior and uncertainty”. Communication Research. Vol 22, (1995); Pg 1-1