

## **Love in the Office and Along the Corridors: Causes and Consequences: A Case Study of a Beverage Firm in Zimbabwe**

**Maunganidze Farai<sup>1</sup> and Kudenga Mugove<sup>2</sup>**

*<sup>1</sup>Department of Human Resource Management, Faculty of Social Sciences,  
Great Zimbabwe University, Zimbabwe*

*<sup>2</sup>Department of Psychology, Faculty of Applied Social Sciences,  
Zimbabwe Open University, Zimbabwe*

**KEYWORDS** Employee. Manager. Organisation. Policy. Shopfloor. Workplace Romantic Relationship

**ABSTRACT** This study sought to unravel the causes and consequences of workplace romantic relationships at a beverage firm in Harare, Zimbabwe. A qualitative approach to research was used. Interview guides were used to collect primary data from 20 shopfloor participants and 2 managers who acted as key informants. Stratified and purposive sampling techniques were used to select the participants who took part in the study. The study has revealed a number of causes of workplace relationships. These included forced relationships by bosses taking advantage of their positions to solicit love from subordinates, dysfunctional marriages or relationships back home, desire to gain some favours from bosses. It has emerged from the study that workplace romantic relationships have some advantages such as uniting different departments and creating a joyous environment at the workplace. Results of the study indicated that these relationships can be more detrimental not only to the partners involved but to the entire organisation. The disadvantages of workplace relationships include conflict of interest, retarded professional growth, and failure to meet targets. The majority of participants were however against a strict policy that prohibits workplace relationships, but rather advocated for the individuals concerned to be as professional as possible when in such a relationship. Management has also been urged to be on the lookout to see to it that such relationships do not disturb the flowing nature of work.