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Understanding human behavior

- **Definition**
- **OB**
- systematic study and careful application of knowledge about how people – as individuals and as groups – act within organizations.
- Strive to identify ways in which people can act more efficiently
- A large number of research studies and conceptual developments constantly adds up to its knowledge base.
- An applied science
- Provides useful set of tools at many levels of analysis from individual, interpersonal relations, intergroup and whole system



Autocratic Model



ORGANIZATIONAL BEHAVIOR (OB)



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ELEVENTH EDITION

MANAGEMENT & ORGANISATIONAL BEHAVIOUR

WITH GILL CHRISTY

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These thoughts, feelings and actions, in turn, affect the own organization. Studies of organizational behavior The mechanisms governing these interactions, seeking to identify and promote conducive behaviors to the survival and efficacy of the organization. Culture. Leadership and conflict resolution. Understanding the best employees. The level of your satisfaction, the level of motivation and finds ways to improve it in a way that yield more productivity. Fundamental concepts of organizational behavior organization behavior are based on some fundamental concepts that revolve around the nature of people and organizations. .Exception. An entire person. t. The value of the person. A "A" e skills.mim, improving the diversity of the work force. Responding to globalization. Improving customer service. Upgrading employees balance conflicts at work between professional life. Improved organizational behavior does not solve unemployment.Organizational No compensation for our disabilities, it cannot replace bad planning, inept organizational organizations or inadequate controls. Organizational behavior will not abolish conflicts and frustration; It can only reduce them. It is a way to improve, not an absolute answer to problems. reality. Help in the effective use of people working in the organization guarantees the success of the organization. the general productivity of the Strong. It greatly helps to improve the interpersonal relationships of the bure in organizations. Helps managers to apply appropriate motivational techniques according to the nature of individual employees who exhibit a learning difference in many ways. Conclusion Organization of Behavior is the study and application of knowledge about how people, individuals and groups act in the organization. The theory of contingency, institutional theory and organizational ecology have also emerged. A "Organizational behavior is directly concerned with understanding, prediction and control of human behavior in organizations. - Fred Luthans. Organizational behavior is the study of the performance and individual activity of an organization. This study area examines human behavior in a work environment and determines its impact on the structure of work performance, communication, motivation, leadership etc. Is Systems study and knowledge application on as individuals and groups act within the organization in which they work. Organizational Behavior (OB) is the study of human behavior in organizational environments, the interface between human behavior and organizational organization and the organization. Organizational behavior researchers study the behavior of individuals mainly in their organizational paps. One of the main objectives of organizational organization behavior is to revitalize organizational theory and develop a better conceptualization of organizational life. As a multi-disciplinary field, organizational behavior was influenced by developments in vain allied disciplines, including sociology, psychology, economics and engineering, as well as the experience of practitioners. The history and evolution of organizational behavior studies of organizational behavior can track their guns back to Max Weber and previous organizational studies. Industrial revolution is the period of approximately 1760, when new technologies resulted in the adoration of new factory techniques, including the increase of the mecha industrial revolution led to significant social and cultural changes, including new forms of organization. Analyzing these new organizational forms, the soci -descelling Max Weber described the bureaucracy as an ideal type of organization that restrained in the rational legal princes and the efficiency of maximized technique. 1890; With the arrival of scientific management and taylorism, organizational behavior studies were forming it as an academic discipline. Failure of scientific management gave rise to the movement of human relationships, characterized by a strong form in cooperation and morality of employees. For 1950, it contributed to shaping organizational behavior studies. Work of scholars like Elton Chester Barnard, Henri Fayol, Mary Parker Follett, Frederick Frederick Abraham but Low, David Mc Celan and Victor Vroom contributed to the growth of organizational behavior as discipline.Works of scholars like Elton Mayo, Chester Barnard, Henri Fayol, Mary Parker Follett, Frederick Herzberg, Abraham Maslow, David Mc Celan and Victor Vroom contributed For the growth of

organizational behavior as an administrative behavior of discipline. Herbert Simon introduced a series of important concepts for the study of organizational behavior, mainly decision-making. Simon along with Chester Barnard; He argued that people make decisions differently in organizations than out of them. He does this by taking a system approach. This is, interprets the relationships of organization of people in terms of the whole person, the whole group, all organization, and the whole social system. The proposition is to build better relationships, achieving human objectives, organizational goals and social goals. OB encompasses a wide range of topics such as human behavior, change, leadership, teams, etc. Organizational behavior has a major impact on individuals and also in organizations that can not be ignored. OB draws from other disciplines to create a unique field. For example, when we reviewed topics as personality and motivation, let us again review studies of the field of psychology. He does this by taking a system approach. This is, interprets the relationships of organization of people in terms of the whole person, the whole group, all organization, and the whole social system. The proposition is to build better relationships, achieving human goals, organizational goals and social goals. Organizational behavior is; A separate study field and not only a discipline. An interdisciplinary approach. Science. Science. A humanist and optimistic approach. A total system approach. These 6 or characteristics the nature of the organizational behavior that is the understanding and control behavior within the organization. Objectives of organizational behavior The organizations in which people work have an effect on their thoughts, feelings and actions. Simon was awarded the Nobel of Economics for his work on the outlet of organizational decisions. In the DA © Each of 1960 and 1970, the countryside became more quantitative and produced Ideas as the informal organization and dependence of resources. It is only one of the many systems that operate within a larger social system.3 The main limitations of OBs are; Virtual behavioral. The law of decreasing returns. Initial manipulation of people. Learn how these limitations of organizational behavior work. The organizational model of behavior the 3 levels, individual level, group level and level of organization and how they impact the elements of human production. The figure above presents the skeleton in which the OB model built. It proposes that there are three levels of analysis in OB and that, as we moved from the individual level to the level of organization systems, we systematically add our understanding of behavior in organizations. Three basic levels are analogs to build blocks; Each level is built on the previous level. The concepts of the group grow out of the foundation established in the individual section; We overlap the restrictions in the individual and group to reach organizational behavior. Happy forces that affect organizational behavior is a complex set of key forces that today affect organizational behavior. The topic of team processes depends a lot on the field of sociology. When we study power and influence on organizations, we lend heavily of political science. The medical science contributes to the field of organizational behavior, particularly in the study of stress and its individual effects. There is a growing agreement to components or topics which constitute the subject area of OB. Although there is exists A considerable debate on the relative importance of change, there seems to be a general agreement that the OB includes the main topics of motivation, behavior of leader and power, interpersonal communication, structure and groups of groups, learning, development of attitudes and perception, change processes, change processes, conflict, work design and stress at work. The characteristics of organizational organizational behavioral behavior are the study and knowledge application on how people, individuals and groups act in organizations. To manage business efficiently and efficiently, the study of organizational behavior is very essential. These -have forces are classified in four areas; people. 4 -have forces that affect organizational behavior and is applied. The main disciplines are; psychology. Sociology. Social psychology. Antropology. Cynecycases. In this field. These experts studied and tried to quantify the research done on the actions and the reactions of employees, with respect to their work environments. Human Resources Approach. Conendee approach. Productivity approach. Work. Research Methodology of ranizational behavior The understanding and effectiveness of organizational behavior depends on a rigorous Methodology. science. The method of researching organizational behavior begins with theory, the use of research projects and the verification of the validity of studies for the study of organizational behavior of the organizational organizational is concerned with the Study of what people do in an organization and how this behavior affects the performance performance of the organization's studies. the most important, of psychology. There are several practical reasons why we study organizational behavior; OB is the study to learn how to predict human behavior and then it applies it in a useful way to make the organization more effective. effective.

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