

Introduction to OB

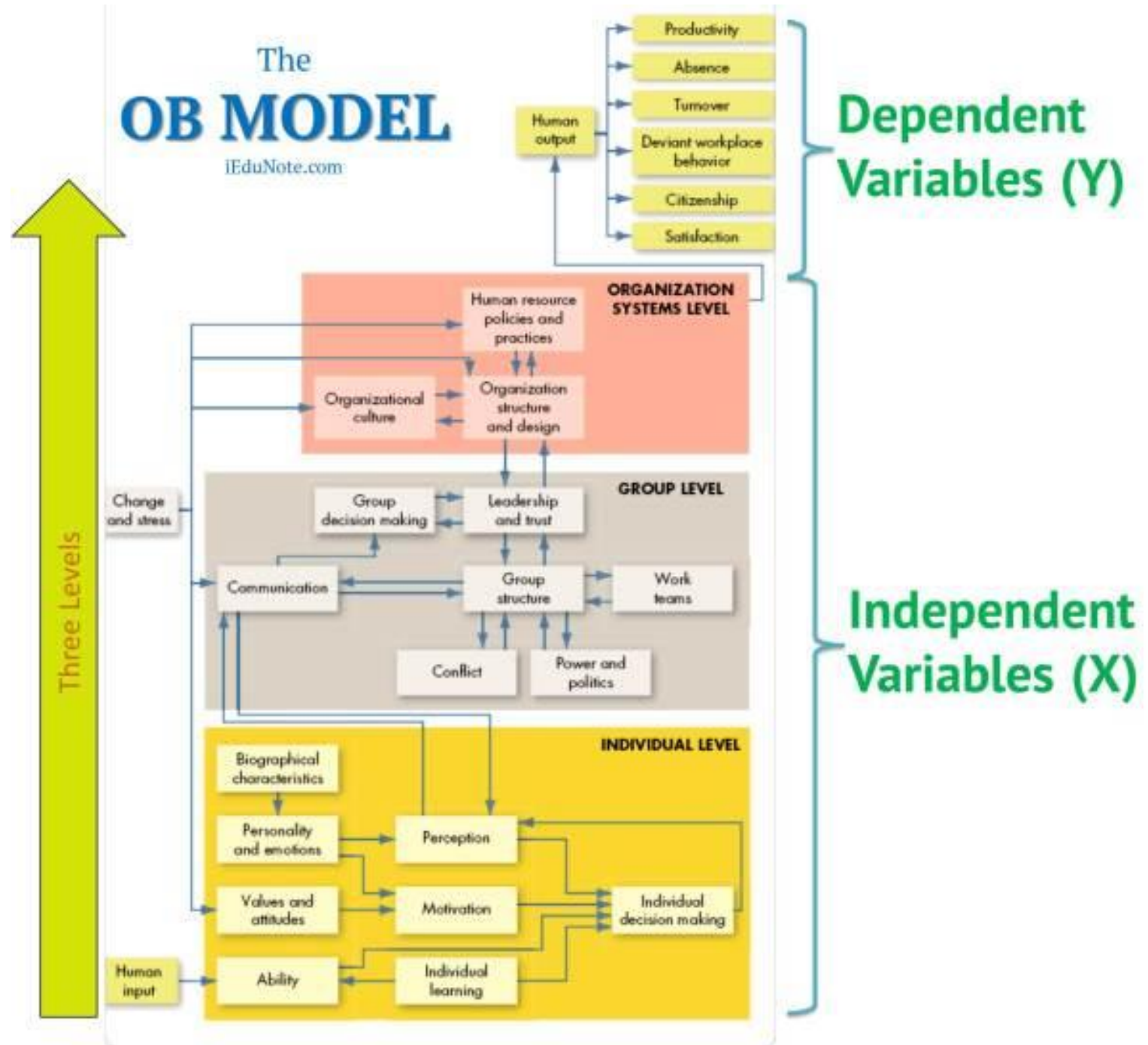
Concept

- Organizational **behavior** is the study of both group and individual performance and activity within an **organization**.
- Examines human **behavior** in a work environment and determines its impact on job structure, performance, communication, motivation, change management, leadership, etc.
- Investigates the impact that individuals, groups, and structure have on behavior within organizations.
- One of the main goals of OB is to revitalize organizational theory and develop a better conceptualization of organizational life.

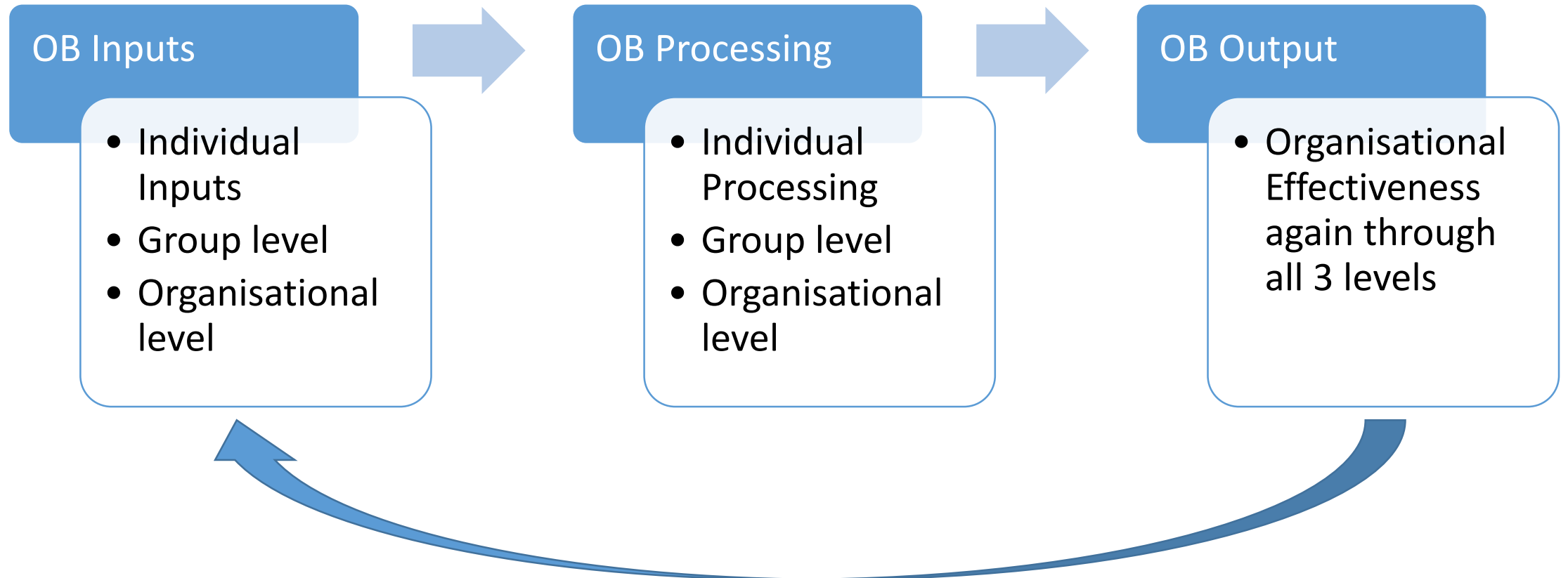
Fundamental Concepts of Organizational Behavior or Assumptions

- Individual Differences
- Perception
- A whole Person
- Motivated Behavior
- The desire for Involvement
- The value of the Person
- Human Dignity
- Organizations are Social System
- Mutuality of Interest
- Holistic Concept

OB System



A Basic OB Model (Components of OB system)



Components (Explained)

Inputs

Personal characteristics

Personality

Emotions

Ability

Values, beliefs & attitudes

Group Structure

Group Roles

Team responsibilities

Structure

Culture

Processing

Perception

Motivation

Learning

Communication

Leadership

Power & Politics

Conflict & Negotiations

HR Management

Job Design

Organisational Development

Outcomes

Attitudes & Stress

Task Performance

Citizenship Behaviour

Withdrawal Behaviour

Group Cohesion

Teamwork

Productivity

Survival

Disciplines that contribute to OB

- Psychology
- Social Psychology
- Sociology
- Anthropology
- Political Science

Purpose of OB

- It's purpose is to build better relationships by achieving human objectives, organizational objectives, and social objectives.
- **Organizational Behavior is;**
 - A Separate Field of Study and not a Discipline Only.
 - An Interdisciplinary Approach.
 - Applied Science.
 - A Normative Science.
 - A Humanistic and Optimistic Approach.
 - A Total System Approach.

Objectives of OB

Organizational behavior studies the mechanisms governing these interactions, seeking to identify and foster behaviors conducive to the survival and effectiveness of the organization.

- Job Satisfaction.
- Finding the Right People.
- Organizational Culture.
- Leadership and Conflict Resolution.
- Understanding the Employees Better.
- Understand how to Develop Good Leaders.
- Develop a Good Team.
- Higher Productivity.

Challenges and opportunities of OB

- Improving Peoples' Skills
- Improving Quality and Productivity
- Total Quality Management (TQM)
- Managing Workforce Diversity
- Responding to Globalization
- Empowering People
- Coping with Temporariness
- Stimulating Innovation and Change
- Emergence of E-Organisation & E-Commerce
- Improving Ethical Behavior
- Improving Customer Service
- Helping Employees Balance Work-Life Conflicts
- Flattening World

Limitations of OB

- Behavioral Bias
- The Law of Diminishing Returns
- Unethical Manipulation of People.