



## **A review of Scope and Limitations of Organizational Behavior**

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### **Abstract**

The success of any given organization is inextricably linked to the caliber of its management, which in turn is predicated on the management team's human abilities and its capacity to anticipate and meet the wants and requirements of its constituents. Because organisations do not exhibit any kind of behavior on their own, the term "organizational behavior" refers instead to the actions of those working inside them. It is generally acknowledged that the growth of an organization is directly tied to the growth of its employees. The study of organizational behavior examines how factors such as individual traits, group dynamics, and organizational structure influence employee actions in the workplace.

**Key words:** Organization, Management, Behavior, Effectively etc.

### **Introduction**

Human behavior in the workplace is the focus of the field of study known as "organizational behavior," which seeks to describe, analyse, predict, and govern this kind of human conduct. As the cultural, ethical, and commercial climates under which organizations operate evolve, so too do the relevance and potential impact of studies of organizational behavior. The character, behavior, and response of employees to a variety of organizational conditions are increasingly essential factors that managers must take into account. Today's dynamic business environment is characterized by rapid shifts in organizational structure and technology; shorter product life cycles; a more diverse and less loyal workforce; a greater need for adaptability; a shortage of trained personnel; and an ever-increasing emphasis on the importance of human capital. An organization may be defined as a collection of individuals working together toward a common goal or goals. Understanding how people think, feel, and act in organizational contexts is facilitated by the study of organizational behavior and related areas. To put it simply, organizational behavior is the study of human actions in organizations, both as individuals and as members of formally organized and loosely affiliated groups. The success of every business is directly tied to the enthusiasm and



dedication of its employees, as well as their capacity to collaborate successfully in pursuit of common objectives. The focus of this academic field is on understanding the dynamic interplay between an individual's unique traits and the workplace, as well as the unique qualities of organisations and their settings, and the corresponding difficulties they create. The study of organizational behavior is useful for gaining insight into how employees think and behave in the workplace. It serves to inspire them as well. The four primary components of organizational behavior are its people, its surroundings, its technology, and its structure. Organizational behavior covers just what is included in this particular stew.

### **Definition of Organizational Behavior (O.B.)**

*“Organizational Behavior is the study of human behavior in the workplace, the interaction between people and the organization, and the organization itself.”- Keith Davis and John Newstrom (1985) has defined O.B. as*

*"The study and application of knowledge how people act or behave within organization. It is a human tool for human benefit. It applies broadly to the behavior of people in all types of organizations such as business, government, schools and service organizations."*

### **Nature of Organizational Behavior**

In recent years, research on organizational behavior has developed into its own sub-discipline. The following characteristics define its current form:

Firstly, it is not just another academic discipline; it is its own distinct field of study. A discipline is a body of knowledge that is firmly grounded in theory, as defined by academic consensus. However, O.B. is not grounded in any one theoretical tradition because of its multi-interdisciplinary focus. Therefore, it makes more sense to refer to O.B. as a distinct academic subject.

Second, a Multidisciplinary Method Research on organizational behavior takes a multidisciplinary approach. The field aims to research and analyse organizational behavior by incorporating insights from fields like as psychology, sociology, and anthropology.



Lastly, a field of applied science To put it simply, O.B. is used in accordance with its own nature. Organizational behavior (O.B.) is the practise of applying findings from numerous fields of study to issues in organisations that stem from human nature. The primary distinction between O.B. and pure science is that the latter is more concerned with practical applications of scientific knowledge. Research with an applied focus is central to O.B., as is the study of organisations. O.B. may therefore be considered both a science and an art.

Science that establishes standards Indeed, Organizational Behavior is a normative science in its own right. O.B. prescribes how the results of applied research may be applied to socially acceptable organizational objectives, while positive science just examines cause and effect relationships. As a result, O.B. is concerned with the norms of conduct within a certain group or community.

5. An Optimistic and Humanistic Perspective Humanism is at the heart of Organizational Behavior as it relates to the employees and management of a business. All aspects of human cognition and emotion are covered. O.B. is predicated on the idea that everyone has a natural inclination toward autonomy, originality, and usefulness. It also acknowledges that its employees, given the right opportunities and encouragement, can and will fulfil their full potential in the firm. Workplace conditions have an impact on employee output.

6 A Systematic Approach to the Problem The systemic method takes into account all the factors that have an effect on how an organisation operates. Behavioral scientists have created the systems method to examine human behavior within the context of the individual's own socio-psychological worldview. The systems approach seeks to understand and address the complexities of the human condition by focusing on the interplay of biological, behavioral, and environmental factors.

### **Scope of Organizational Behavior**



The scope of O.B. may be seen to include not just the three internal organizational aspects of people, technology, and structure, but also the fourth element, namely, exterior social systems. The organization's culture is shaped by its employees. They include both individuals and organised organisations. Big or small, official or unofficial, groups may take many different forms. There is a lot of movement in them. They assemble, evolve, and dissolve. The way humans are organised is always evolving. The situation is different now than it was yesterday. The situation might shift much more in the days to come. Humans are the ones who make up an organisation and strive for its aims and ideals; they are conscious, sentient beings with thoughts and emotions. Therefore, it is the individuals that serve the organisations, not the other way around. Associations of people form organisations. Every person has their own unique set of qualities and quirks. Personality, perception, attitude, value, work satisfaction, learning, and motivation are all components of the study of persons.

Organizational structure is the only determinant of employee relationships. Individuals in an organisation are assigned certain responsibilities and form specific bonds with one another based on their positions and responsibilities. Division of labour results in everyone doing their part to achieve the organization's ultimate purpose. This means not everyone can work in finance or as an administrative assistant. The job is complicated, therefore it's best to divide up the work among many persons. Others may be supervisors, clerks, peons, or employees; some may even be accountants. Everything is connected in such a way that working together to reach the objective is the most efficient and effective option. In this way, structure is connected to authority and responsibility. When one person has power, everyone others must submit to him.

Workplace circumstances, both physical and economic, are shaped by technological advancements. People can accomplish nothing without the aid of structures, machinery, tools, procedures, and resources. Technology's impact on work and working conditions is strongly influenced by the kind of organisation it is used in. As a result, technology improves efficiency but also limits individuals in several ways.



That's the Social System, Right There The social system constitutes the organization's external environment. There can't be just one company. There is no way to separate it from the totality. Since no one group can meet all of society's needs, other auxiliary groups have sprung up to fill the void. All of these groups have an effect on one another. Competition for resources and power is created, and this has an effect on people's outlooks and working circumstances. Organizational behavior (O.B.) is the study of how people act in business settings. Therefore, O.B. encompasses the study of people, groups, and institutions. Please take a moment to consider the range of topics that these three subjects encompass.

### **Conclusion**

Organizational behavior (OB) is a fascinating and difficult field of research. It has to do with people in general and teams in particular. Whenever there are several contextual elements at play, the research becomes more complicated. Organizational behavior is the study of how members of an organisation are supposed to act toward one another. It's quite unlikely that any two people's actions in the workplace will be identical. The capacity of a management to accurately anticipate how an employee will perform in a given situation. There are no hard and fast rules when it comes to people. Understanding human nature is crucial since workers are the primary source of production.

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