



Organizational Behavior Explained: Definition, meaning, Nature, Model

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Abstract : Organizational Behavior (OB) is the study of human behavior in organizational settings, the interface between human behavior and the organization, and the organization itself. Organizational Behavior researchers study the behavior of individuals primarily in their organizational roles. One of the main goals of organizational behavior is to revitalize organizational theory and develop a better conceptualization of organizational life. As a multi-disciplinary field, organizational behavior has been influenced by developments in a number of allied disciplines including sociology, psychology, economics, and engineering as well as by the experience of practitioners.

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Key words: Organizational Behavior, human behavior, motivation, leadership etc.

Introduction

Organizational behavior is the study of both group and individual performance and activity within an organization. This area of study examines human behavior in a work environment and determines its impact on job structure, performance, communication, motivation, leadership, etc. It is the systematic study and application of knowledge about how individuals and groups act within the organizations where they work. OB draws from other disciplines to create a unique field. When we review topics such as personality and motivation, we will again review studies from the field of psychology. The topic of team processes relies heavily on the field of sociology. When we study power and influence in organizations, we borrow heavily from political sciences. Even medical science contributes to the field of Organizational Behavior, particularly in the study of stress and its effects on individuals.

There is increasing agreement as to the components or topics that constitute the subject area of OB. Although there is still considerable debate as to the relative importance of change, there appears to be general agreement that OB includes the core topics of motivation, leader behavior, and power, interpersonal communication, group structure and processes, learning, attitude development and perception, change processes, conflict, work design, and work stress.

History and Evolution of Organisational Behavior Studies

Origin of Organisational Behaviour can trace its roots back to Max Weber and earlier organizational studies. The Industrial Revolution is the period from approximately 1760 when new technologies resulted in the adoption of new manufacturing techniques, including increased mechanization. The industrial revolution led to significant social and cultural change, including new forms of organization. Analyzing these new organizational forms, sociologist Max Weber described bureaucracy as an ideal type of organization that rested on rational-legal principles and maximized technical efficiency. In the 1890's; with the arrival of scientific management and Taylorism, Organizational Behavior Studies was forming it as an academic discipline. Failure of scientific management gave birth to the human relations movement which is characterized by a heavy emphasis on employee cooperation and morale.

Human Relations Movement from the 1930's to 1950's contributed to shaping the Organizational Behavior studies. Administrative Behavior introduced a number of important concepts to the study of organizational behavior, most notably decision making. Simon along with Chester Barnard; argued that people make decisions differently in organizations than outside of them. Simon was awarded the Nobel Prize in Economics for his work on organizational decision making. In the 1960s and 1970s,



the field became more quantitative and produced such ideas as the informal organization, and resource dependence. Contingency theory, institutional theory, and organizational ecology also enraged. Starting in the 1980s, cultural explanations of organizations and organizational change became areas of study.

Informed by anthropology, psychology, and sociology, qualitative research became more acceptable in OB.

Organizational Behavior Definition

“Organizational behavior is directly concerned with the understanding, prediction, and control of human behavior in organizations.” — **Fred Luthans.**

Features of Organizational Behavior

- 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 Organizational Behavior

1. Job Satisfaction.
2. Finding the Right People.
3. Organizational Culture.
4. Leadership and Conflict Resolution.
5. Understanding the Employees Better.
6. Understand how to Develop Good Leaders.
7. Develop a Good Team.
8. Higher Productivity.

Fundamental Concepts of Organizational Behavior

- 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.

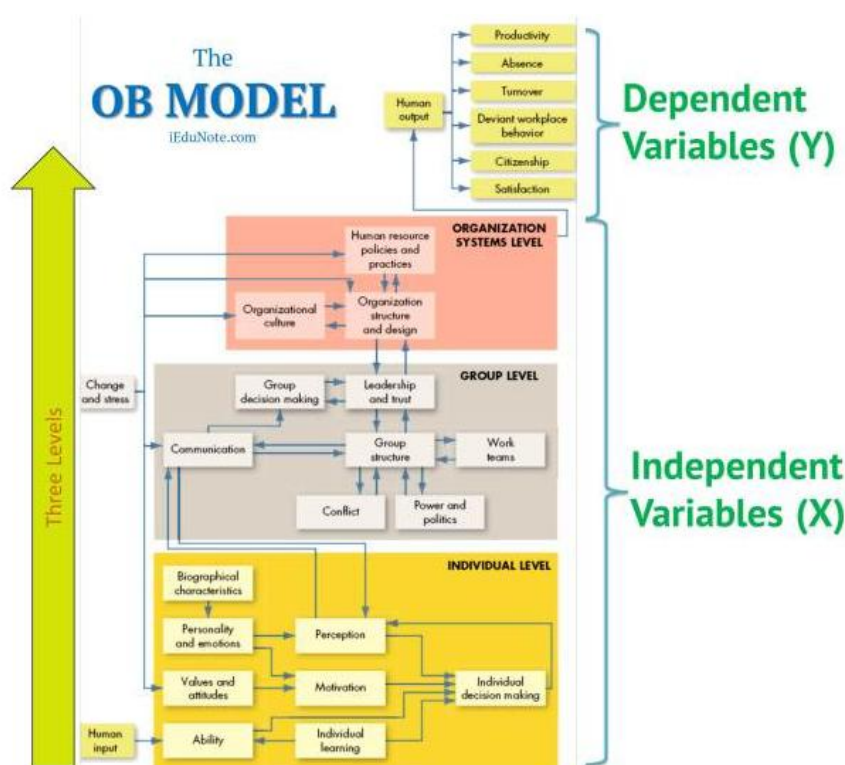
Main Challenges and Opportunities of Organizational Behavior

Challenges and opportunities of organizational behavior are massive and rapidly changing for improving productivity and meeting business goals.

1. Improving Peoples’ Skills.
2. Improving Quality and Productivity.
3. Total Quality Management (TQM).
4. Managing Workforce Diversity.
5. Responding to Globalization.
6. Empowering People.
7. Coping with Temporariness.

8. Stimulating Innovation and Change.
9. Emergence of E-Organisation & E-Commerce.
10. Improving Ethical Behavior.
11. Improving Customer Service.
12. Helping Employees Balance Work-Life Conflicts.
13. Flattening World.

Organizational Behavior Model



The OB model Shows the 3 levels, Individual level, Group level, and Organization System level and how they impact the elements of human output. The above figure presents the skeleton on which constructed OB model. It proposes that there are three levels of analysis in OB and that, as we move from the individual level to the organization systems level, we add systematically to our understanding of behavior in organizations. The three basic levels are analogous to building blocks; each level is constructed on the previous level. Group concepts grow out of the foundation laid in the individual section; we overlay constraints on the individual and group in order to arrive at organizational behavior.

Conclusion

Organizational Behavior is the study and application of knowledge about how people, individuals, and groups act in organizations. It does this by taking a system approach.

That is, it interprets people-organization relationships in terms of the whole person, the whole group, the whole organization, and the whole social system. Its purpose is to build better relationships by achieving human objectives, organizational objectives, and social objectives. OB encompasses a wide range of topics, such as human behavior, change, leadership, teams, etc. Organizational behavior has a great impact on individuals and also in organizations which cannot be ignored. In order to run the businesses effectively and efficiently, the study of organizational behavior is very essential.



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