

# Organisational Behaviour Concepts & Nature

Ajit Singh MSW Prog CCS University Meerut

# Organizational Behavior

It's a theoretical framework of behavioral sciences that are focused to understand, predict and manage human behavior in organizations to achieve organizational goals. Considering human behavior as a main factor organizational behavior is the comprehensive study of behavior of an individuals and groups in organization and organisations themselves as they act and interact to achieve the specified, desired result or objectives. organizational behavior is the study of human behavior in the organizations.

- **Gary Johns:** Organizations are social inventions for accomplishing goals through group efforts.
- **Keith Davis and J.W Newstrom:** organizational behavior is the study and application of knowledge about people act within the organization. It's a human tool for human benefit.
- **Fred Luthans:** organizational behavior is directly concerned with the understanding, prediction and control of human behavior.

**Definition**

- Organizations are social systems.
- Organisation is made up individuals who is a Whole person.
- An individual has dignity.
- There are differences of individuals.
- Behavior of an individual is Caused.
- Mutual interest among organizational members.
- Need for management.
- Holistic(universal) concept .

**Concepts**

- **Organizational behavior is a rational thinking not an emotional feelings about people**
- **It is an applied science**
- **Organizational behavior seeks to balance human & technical values at work.**
- **Organizational behavior s an emerging field of study that integrates behavioral science**
- **Organizational behavior is both an art and a science.**
- **Organizational behavior exits at multiple levels**
- **Organizational behavior does not exists in vacuum (emptiness)**
- **Organizational behavior at once empirical, interpretative and critical**
- **A separate field of study .**
- **Interdisciplinary approach**
- **Normative and value centre**
- **Humanistic and optimistic**

**Nature**

- **Intrapersonal behavior:**
- **Interpersonal behavior**
- **About organization**

**Scopes**

- Road map to our lives in organisations
- Helps us understand and predict organisational life
- Influences events in organisations
- Helps understand self and others better
- Helps a manager get things done better
- Helps maintain cordial relations
- Highly useful in the field of marketing

**Importance**

- • Helps in career planning and development
- Helps sustain the temp of economic growth
- Helps in controlling and directing behavior
- Effective leadership
- Interpersonal dynamics have been evaluated by .
- Organisational climate takes system perspective
- Organisational adaptation or perceived changes

**Importance**



- Managing Workforce Diversity
- Knowledge about OB does not help an individual manage personal life better
- • Globalization- issues and solutions
- Corporate reorganization
- Changing demographic of work force or Dualities of OB are baffling( mysterious )
- Has become a fad (fashion/ cult) with managers
- Is selfish and exploitative

**Challenges**

- Managers expect quick-fix solutions-not possible
- Principles and practices may not work in the events of declining fortunes
- Cannot eliminate totally conflict and frustration
- Focus on improving ethical behavior
- Lack of adapting innovative practice
- Providing congenial (pleasant) workplace

## Challenges

**Thank You**