Organisational Behaviour: Understanding Human Dynamics in the Workplace

Organisational behaviour OB) "helo is the study of how people interact within groups in a profesional setting. Its principles are primarily applied to improve workplace efficiency, employee satisfaction, and overall organisational effectiveness. Drawing insights center from fields like psychology, sociology, and anthropology, organizational behavior explores the noances of human behaviour in organisational contexts. This article delves into the key aspects of organisational behaviour, its significance, and its practical applications in modern organisations.

Catalog of Organisational Behaviour

Organisational behaviour of color is a multidisciplinary field that examines individual, group, and organisational dynamics. It emerged as a distinct area of study in the early 20 th century, evolving from scientific management and human relations movements. Today, OB is a vital component of organisational studies, shaping the way leaders manage teams and achieve goals.

Key questions addressed by organisational behaviour include:

* How do skillful individual personalities and attitudes affect workplace productivity?
* What motivates employees to perform at their best?
* How can organisations build effective teams?
* What role does leadership play in shaping organisational culture?

The Foundations of Organizational Behavior

1. Individual Behaviour

The study of individual behaviour focuses on understanding how personal characteristics such as attitudes, values, and perception influence work performance.

* Personality and Work Behavior: Personality traits, such as consientiousness and openess to experience, play a significant role in determining job suitability and performance.
* Attitudes and Job Satisfaction: Employees' attitudes towards their job, colleagues, and management can profoundly impact organisational productivity and morale.
* Perception in the Workplace: The way individuals interpret situations and others's actions can influence decision-making and interpersonal relationships.

2. Group Dynamics