

Nature of OB

Organizational behavior has emerged as a separate field of study. The nature it has acquired is identified as follows:

1. **Study of human behavior:** Organizational behavior in the study of human behavior in the organizations. Whenever an individual joins an organization he brings with him unique set of personal characteristics, experiences from other organizations and a personal background.
2. **A Separate Field of Study and not a Discipline Only:** By definition, a discipline is an accepted science that is based on a theoretical foundation. But, O.B. has a multi-interdisciplinary orientation and is, thus, not based on a specific theoretical background. Therefore, it is better reasonable to call O.B. a separate field of study rather than a discipline only.
3. **An Applied Science:** The very nature of O.B. is applied. What O.B. basically does is the application of various researches to solve the organizational problems related to human behavior. The basic line of difference between pure science and O.B. is that while the former concentrates on fundamental researches, the latter concentrates on applied researches. O.B. involves both applied research and its application in organizational analysis. Hence, O.B. can be called both science as well as art.
4. **An Interdisciplinary Approach:** Organizational behavior is essentially an interdisciplinary approach to study human behavior at work. It tries to integrate the relevant knowledge drawn from related disciplines like psychology, sociology and anthropology to make them applicable for studying and analysing organizational behavior.
5. **A Normative Science:** Organizational Behavior is a normative science also. While the positive science discusses only cause effect relationship, O.B. prescribes how the findings of applied researches can be applied to socially accepted organizational goals. Thus, O.B. deals with what is accepted by individuals and society engaged in an organization. Yes, it is not that O.B. is not normative at all. In fact, O.B. is normative as well that is well underscored by the large number of management theories.
6. **A Total System Approach:** The system approach is one that integrates all the variables, affecting organizational functioning. The systems approach has been developed by the behavioral scientists to analyse human behavior in view of his/her socio-psychological framework. Man's socio-psychological framework makes man a complex one and the systems approach tries to study his/her complexity and find solution to it.

Scope of OB

The **scope of OB** consists of elements like individuals (people), groups, technology and external environment (discussed in topic **elements of OB**). Other than these elements, scope of OB integrates 3 concepts:

I. Individual Behavior

It is the study of individual's personality, learning, attitudes, motivation, and job satisfaction. In this study, we interact with others in order to study about them and make our perception about them.

Example: The personal interview round is conducted to interact with candidates to check their skills, apart from those mentioned in the resume.

II. Inter-individual Behavior

It is the study conducted through communication between the employees among themselves as well as their subordinates, understanding people's leadership qualities, group dynamics, group conflicts, power and politics.

Example: A meeting to decide list of new board members

III. Group Behavior

Group behavior studies the formation of organization, structure of organization and effectiveness of organization. The group efforts made towards the achievement of organization's goal is group behavior. In short, it is the way how a group behaves.

Example: Strike, rally, etc.