



MASINDE MULIRO UNIVERSITY OF SCIENCE AND TECHNOLOGY

CAT EXERCISE

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COURSE CODE:SCR 222

COURSE TITLE: ORGANIZATIONAL BEHAVIOR

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QUESTIONS

Question 1.

Discuss the rationale for studying organizational behavior

Studying organizational behavior is very important in modern work places because it helps one to understand, predict and manage human behavior.

Improve employee performance: after studying organizational behavior, one gets to understand factors that motivates employees, managers can create an environment that encourages employees to perfume at their best. This late leads to better performance of the organization.

Enhance team work and collaboration: organizational behavior helps managers to understand how teams work and how to ensure collaboration among the members of the team. This helps to improve on the teams communication and how to easily solve problems.by studying organizational behavior, the manager gets enough knowledge on how to handle group issues.

Promote organizational change: Organizational behavior helps one to know how individuals and groups respond to change. This knowledge learnt is more important to managers when implementing organizational changes, this can include introducing new technologies.

Develop effective leadership skills: organizational behavior helps managers to understand the characteristics of effective leaders and how to satisfaction.

Reduce work place conflicts: By understanding the course of conflict and how to manage it, managers can reduce work place conflict and thus improving employee relationships. This leads to more production in the work being done.

Studying organizational behavior is essential in modern workplace because it helps managers in understanding and managing human behavior, leading to improved employee performance, enhanced teamwork, effective leadership and more positive work environment.

Question 2.

Discuss the effects of individual group and structure on overall organizational goal.

Each of these factors plays a specific role in shaping on the behavior and performance of individuals and teams within the organization.

Individual: Individuals are the one to determine on how the organization is going to be, and their behaviors and attitudes can have a significant impact on the organizations overall goals. Individual factors such as motivation, job satisfaction, and commitment can affect performance, productivity, and retention. Managers must understand these factors and develop strategies to motivate and engage employees to achieve organizational goals.

Group: These are the primary unit of work in most organizations, and their behavior and performance can have a significant impact organizations goals. Group factors such as communication, collaboration and teamwork can affect the quality of work, innovation and problem solving. Managers must understand these factors and develop strategies to foster collaboration and teamwork among employees to achieve organizational goals.

Structure: the organizational structure is the framework within which individuals and group work, and it can have a significant impact on the organizations overall goals. Structure factors such as hierarchy, roles, and responsibilities can affect communication, decision making and accountability. Managers must understand these factors and develop strategies to create a structure that supports the achievement of the organizational goals.

Manager should understand these three factors and develop strategies to motivate and engage employees, foster collaboration and teamwork and create a structure that supports the achievement of organizational goals.

Question 3.

Elements of human relation in organizations.

The main elements of human relation in the Triple j fruit processing founded by jim, jones and jane are as follows:

Diversity: the organization employs a diverse group of people with varied age, gender, skills, ethnicity, experience and other many characteristics. This diversity brings a range of perspectives and ideas to the organization which can lead to increased creativity and innovation.

Communication: Good communication is essential in any organization and it is particularly important in a diverse organization like Triple J. the organization must ensure that this is open and honest communication among employees, managers, and directors.

Employee engagement: It is critical to the success of any organization and it is particularly important in a small organization like triple j. the organization must ensure that the employee are motivated, committed and engaged in their work to ensure achievement of goals.

Leadership: Effective leadership is essential in any organization, and it is particularly important in a small organization like triple j. the organization must ensure that managers and directors are effective leaders who can inspire and motivate employees to achieve the organizations goals.

Work-life balance: It is particularly important in small organization like Triple J. The organization must ensure that the employees have a healthy work-life balance to maintain productivity.

The main elements of human relations in Triple J fruit processing plant are diversity, communication, employee engagement, leadership, and work-life balance. These elements are critical to the success of the organization and will greatly influence behavior among employees, managers, and directors.