Technical Report Writing

On

Fundamental concept of Organization Behavior

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Abstract

Organizational behavior is the examination of how people and groups interact within a company, impacting its overall performance. It investigates motivation, leadership, communication, and decision-making to enhance organizational effectiveness. By utilizing theories from psychology, sociology, and other areas, it provides strategies to increase productivity, job satisfaction, and well-being of employees.

Introduction

Organizational behavior is a crucial aspect of contemporary businesses, providing insights into the intricacies of the workplace and practical solutions for enhancing organizational performance. Organizational behavior theories enable effective evaluation and management of groups of people, including assessing personality, which significantly impacts group interactions and work productivity.

- **Personality** is important in determining their suitability for an organization since it influences the way they interact with groups and perform their work.
- **Leaders** play a crucial role in organizations and are the subject of extensive research and discussion in the field of organizational behavior. Leadership styles can vary, and understanding them is crucial to effectively manage a team.
- **Power, authority, and politics** also play a critical role in workplace dynamics. Appropriate use and exhibition of these elements, guided by ethical principles and company policies, are necessary components of running a cohesive business.

In summary, understanding organizational behavior is crucial to creating a thriving and productive workplace culture.

Procedure and Discussion

Organizational behavior is a vital part of understanding the complexities of modern organizations. It is based on several fundamental concepts that are relevant to the nature of people and organizations. These concepts include the following:

- **Difference between individuals:** Every person is unique, and personal experiences make a person more different than the other.
- **A whole person:** An individual is not hired only on the basis of skills, but also on likes and dislikes, pride, and prejudices.
- **Behavior or an individual is caused:** When an individual behaves in an unmannerly fashion, there is a cause behind it.
- **An individual has dignity:** Every individual needs to be treated differently, and people at every level of the professional ladder want to be treated with respect and dignity.
- **Organizations are social systems:** Activities within organizations are governed by social and psychological laws.
- **Mutuality of interest among organizational members:** Both the organization and people need each other.
- **Holistic organizational behavior:** When all the above six concepts of organizational behavior are placed together, a holistic concept arises.
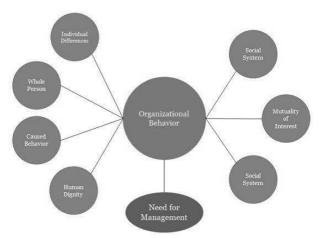
Fig 1: Basic Assumptions of Organizational Behavior.

Understanding these fundamental concepts can help individuals gain a deeper understanding of human behavior in the workplace, develop skills to create positive change within their organizations, and improve organizational performance.
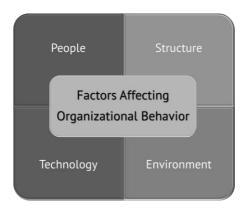

Fig 2: 4 Key Forces Affecting Organizational Behavior.

Organizational behavior is influenced by four key factors, which are vital to understand for any business looking to improve performance and productivity. These factors include:

- **People:** The internal social system of an organization is made up of individuals and groups, both formal and informal. It is essential to understand the dynamics of groups within the organization and how individuals interact with each other to create a positive work environment.
- **Structure:** The formal relationships and roles of employees within an organization are defined by its structure. Understanding the structure of an organization, including the roles of managers, employees, and support staff, is essential to achieving success.
- **Technology:** Technology provides resources and tools that allow employees to perform their tasks more efficiently. Understanding the role of technology and how it affects tasks is crucial in improving organizational behavior.
- **Environment:** All organizations operate within an internal and external environment that shapes their behavior. The external environment includes competition, changes in

the market, and legal regulations, while the internal environment comprises company culture, leadership style, and the quality of relationships between employees.

Organizations are complex entities that are shaped by various factors. The key concepts that highlight the nature of organizations are:

- **Process**: Organization is a process of defining, arranging, and grouping activities of an enterprise, and establishing authority relationships among individuals.
- **Structure:** An organization structure is built around certain clear-cut goals or objectives and consists of various positions arranged in a hierarchy with clear definitions of authority and responsibility.
- **Dividing and Grouping the Activities:** Organization is a process of dividing and combining the activities of an enterprise to give them a common purpose.
- **Accomplishment of Goals or Objectives:** An organization structure has no meaning or purpose unless it is built around certain clear-cut goals or objectives.
- **Authority-Responsibility Relationship:** An organization structure consists of various positions arranged in a hierarchy with clear definitions of authority and responsibility associated with each.
- **Human and Material Aspects**: Organization deals with both the human and material factors in business, and the human element is the most important element in an organization.

By understanding these key concepts, organizations can create a positive work environment that promotes employee satisfaction, productivity, and ethical behavior.

Conclusion

In conclusion, organizational behavior is a crucial area of study that helps organizations to better understand their employees and how they function within the workplace. The study of organizational behavior is complex and challenging, particularly when situational factors come into play. Organizational behavior is a multi-disciplinary science that has been influenced by related disciplines such as sociology, industrial/organizational psychology, and economics. It focuses on employee attitudes and feelings, including job satisfaction, organizational commitment, job involvement of labor. Studying organizational behavior becomes more challenging when situational factors interact, and it relates to the expected behavior of an individual in an organization.

References

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