

BFC PUBLICATIONS PVT. LTD.

Personal Details

Author Name	DR.KAMBLE VISHVAJIT VISHNU
Father Name	VISHNU
Date of Birth	1987-07-06
Contact No	8551004949
Alternate contact no.	
e-mail ID	kamblevishvajit@gmail.com
Nominee Name	
Correspondence Address :	CHAMPWATI NAGAR
Landmark	BARSHI ROAD
City	BEED
State	MAHARASHTRA
Pin Code	431122
Country	India

BANK DETAILS

Account holder's name	KAMBLE VISHVAJIT VISHNU
Account No.	62017515513
Bank Name	SBI
Branch	RAJURI VES BEED

IFSC Code

SBIN0020028

Pan No.

CJJPK2900B

Book Details

Book Title

ORGANISATIONAL BEHAVIOUR AND CONFLICT
MANAGEMENT

**How would you like your name to
appear on book?**

ORGANISATIONAL BEHAVIOUR AND CONFLICT
MANAGEMENT

Manuscript Language

English

Book Genre

Academics

Number of images (If any)

0

Manuscript Status

Completed

Book Size

6"x9"

Cover details

Synopsis

Organisational behaviour is the study of what people think, feel and do in and around organisations. Organisations are groups of people who work interdependently toward some purpose. Although OB doesn't have a specific career path, it offers knowledge and skills that are vitally important to anyone who works in organisations. OB knowledge also has a significant effect on the success of organisations. This book takes the view that OB is for everyone, not just managers.

Organisational effectiveness is a multidimensional concept represented by four perspectives: the open-systems, organisational learning, high-performance work practices and stakeholder perspectives. The open-systems perspective says that organisations need to adapt to their external environment and configure their internal subsystems to maximise efficiency and responsiveness. For the most part, the other perspectives of organisational effectiveness are detailed extensions of the open-systems model. The organisational learning perspective states that organisational effectiveness depends on the organisation's capacity to acquire, share, use and store valuable knowledge. Intellectual capital is knowledge that resides in an organisation, including its human capital, structural capital and relationship capital. Effective organisations also 'unlearn', meaning that they remove knowledge that no longer adds value.

The high-performance work practices (HPWP) perspective states that effective organisations leverage the human capital potential of their employees. Specific HPWPs have been identified, and experts in this field suggest that they need to be bundled together for maximum benefit. The stakeholder perspective states that effective organisations take into account how their actions affect others, and this requires them to understand, manage and satisfy the interests of their stakeholders. This perspective incorporates values, ethics and corporate social responsibility into the organisational effectiveness equation.

Blurb

This Book is about Organisational behaviour is the study of what people think, feel and do in and around organisations. Organisations are groups of people who work interdependently toward some purpose. Although OB doesn't have a specific career path, it offers knowledge and skills that are vitally important to anyone who works in organisations. OB knowledge also has a significant effect on the success of organisations. This book takes the view that OB is for everyone, not just managers.

Organisational effectiveness is a multidimensional concept represented by four perspectives: the open-systems, organisational learning, high-performance work practices and stakeholder perspectives. The open-systems perspective says that organisations need to adapt to their external environment and configure their internal subsystems to maximise efficiency and responsiveness. For the most part, the other perspectives of organisational effectiveness are detailed extensions of the open-systems model. The organisational learning perspective states that organisational effectiveness depends on the organisation's capacity to acquire, share, use and store valuable knowledge. Intellectual capital is knowledge that resides in an organisation, including its human capital, structural capital and relationship capital. Effective organisations also 'unlearn', meaning that they remove knowledge that no longer adds value.

The high-performance work practices (HPWP) perspective states that effective organisations leverage the human capital potential of their employees. Specific HPWPs have been identified, and experts in this field suggest that they need to be bundled together for maximum benefit. The stakeholder perspective states that effective organisations take into account how their actions affect others, and this requires them to understand, manage and satisfy the interests of their stakeholders. This perspective incorporates values, ethics and corporate social responsibility into the organisational effectiveness equation.

**Author
Bio**

1) Name:- Dr. Ajit Ashokrao Chandgude

PhD(Management Science), MBA (Marketing & HRM), BE (MECHANICAL).

Experience- 15 Years Teaching,13 Years as a HOD BBA

Department.Conducting various student Development programme at college.

2) Dr.Kamble v.v. have been awarded Ph.D in Managment Science. He has done his MBA in Human Resource Managment. He has 9 Years Teaching expereincee in subject Orgnisational behaviour. He has been devoting his valuable time in Academic and Administrative work in MBA Colleges. also work as Assistant Professor and Placement officer at Suraj Insititute of Manamgnet,BEED