UNIVERSITY OF THE PEOPLE

BUS 4402-01 ORGANIZATIONAL BEHAVIOR - AY2025-T1

WRITTEN ASSIGNMENT UNIT 1

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Empowering Teams Through Organizational Behavior: Building a Collaborative Workplace

Understanding Organizational Behavior to Foster Teamwork and Success

Understanding why people behave in certain ways in a professional situation is crucial to creating a successful team atmosphere in our company. Critical insights into these dynamics can be gained from the field of organizational behavior (OB), which focuses on how individuals interact inside businesses and how their behaviors affect output, motivation, and overall performance. Through the application of OB-based organizational business approaches, we may improve collaboration, empower staff, and promote long-term success.

Why Organizational Behavior Matters

Fundamentally, organizational behavior studies how people behave both individually and in groups at work. Organizational behavior contributes to the understanding of what individuals behave in an organization and how that conduct influences the organization's performance, according to Robbins and Judge (2020). We are forced to make decisions in the dark if we do not grasp these issues. By examining and utilizing OB principles, leaders may anticipate employee actions, take proactive measures to resolve problems, and create a collaborative and innovative atmosphere.

Before we can change to a more cohesive team-based culture inside our organization, we need to have a solid understanding of employee motivation, group dynamics, and the influence of organizational structure on behavior. For instance, motivation is a major factor in performance. Through the application of motivational theories such as Herzberg's two-factor

theory or Maslow's hierarchy of needs, managers can customize incentives, establish purposeful job possibilities, and cultivate a work environment where employees are driven not only by financial rewards but also by a sincere enthusiasm for their work.

Empowering Teams through OB

The emphasis on group dynamics in OB is one of its key components. Studies reveal that when equipped with the right tools and resources, productive teams perform better than individuals (McShane & Von Glinow, 2021). By using OB techniques, we can help teams in our business become more cohesive, communicate more effectively, and make better decisions by teaching them how these processes operate. With this information, we can create teams that work well together, support one another, and use a variety of viewpoints to tackle challenging issues.

Creating an environment conducive to trust and psychological safety is a critical component in developing great teams. Amy Edmondson (1999) contends that psychological safety permits team members to take chances without fear of repercussions, hence encouraging innovation and creativity. By implementing these OB findings, we can build settings in which employees feel comfortable expressing ideas, raising concerns, and collaborating to achieve common goals. This will enhance not only team performance, but also work satisfaction and retention.

Benefits to the Organization

Increased productivity, creativity, and employee retention are advantages for the company when workers are invested in it and feel empowered in their positions. Moreover, corporate cultures of firms that apply OB concepts are likely to witness gains as a result of more engaged and goal-aligned staff. Establishing a team-centric culture using OB approaches

guarantees that we recruit, retain, and develop elite personnel in an era where talent is a competitive advantage.

Conclusion

Not only may organizational behavior approaches be used to comprehend why people behave in certain ways, but they also serve as the cornerstone for developing a successful, team-oriented company. We can empower our staff and achieve long-term success by improving team interactions, creating psychological safety, and comprehending employee incentives. Using OB principles will be a major factor in our growth and competitive advantage as we work to create a stronger team atmosphere.

References

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