

UNIT-1(Notes)

1. Nature, Scope, Definition, and Goals of Organizational Behaviour:

Nature of Organizational Behaviour:

Organizational Behaviour (OB) is a social science that focuses on the study of human behavior in organizations. It is concerned with understanding, explaining, and predicting individual and group behavior within the context of the organization. OB draws from various disciplines such as psychology, sociology, anthropology, economics, and political science.

Scope of Organizational Behaviour:

The scope of organizational behavior covers a wide range of topics, such as motivation, communication, leadership, decision-making, and organizational culture. It encompasses the behavior of individuals, groups, and the organization as a whole. OB also includes the study of the dynamics between the organization and its external environment, such as customers, suppliers, and competitors.

Definition of Organizational Behaviour:

Organizational Behaviour can be defined as the study of human behavior in the workplace and the impact of the organization on this behavior. It involves the study of various aspects of human behavior, such as attitudes, personality, perception, motivation, communication, leadership, decision-making, and organizational culture.

Goals of Organizational Behaviour:

The goals of organizational behavior are to explain, predict, and control human behavior in organizations. By understanding the factors that influence behavior, organizations can create a positive work environment, improve employee performance, and enhance organizational effectiveness. OB research aims to develop theories and models that help managers to understand and manage human behavior in organizations.

2. Fundamental Concepts of Organizational Behaviour:

Individual Behavior:

Individual behavior refers to the behavior of employees within the organization. It includes their attitudes, perceptions, personality traits, values, and motivation.

Understanding individual behavior is important for managers as it helps them to identify the factors that influence employee performance and motivation.

Group Behavior:

Group behavior refers to the behavior of groups within the organization. It includes their communication, decision-making, and conflict resolution processes.

Understanding group behavior is important for managers as it helps them to identify the factors that influence group dynamics and develop effective teams.

Organizational Behavior:

Organizational behavior refers to the behavior of the organization as a whole. It includes the organization's structure, culture, and systems. Understanding organizational behavior is important for managers as it helps them to identify the factors that influence organizational effectiveness and develop strategies to improve organizational performance.

3. Models of Organizational Behaviour:

Autocratic Model:

The autocratic model emphasizes formal authority, with decision-making power concentrated at the top of the organization. Managers use this model to exert control over employees and ensure that they follow the established rules and procedures. This model is useful in situations where quick decision-making is required, but it can also lead to low employee morale and job dissatisfaction.

Custodial Model:

The custodial model emphasizes economic rewards and benefits to motivate employees. Managers use this model to ensure employee satisfaction and loyalty by providing job security, benefits, and fair compensation. This model can be effective in creating a stable and loyal workforce, but it can also lead to complacency and lack of innovation.

Supportive Model:

The supportive model emphasizes leadership and the creation of a supportive work environment to motivate employees. Managers use this model to provide employees with a sense of belonging and recognition, which can lead to high job satisfaction and motivation. This model is effective in creating a positive work environment, but it can also lead to a lack of direction and accountability.

Collegial Model:

The collegial model emphasizes teamwork and collaboration, with employees and management working together to achieve organizational goals. Managers use this model to encourage employee participation and involvement in decision-making. This model can be effective in promoting creativity and innovation, but it can also lead to conflicts and delays in decision-making.

In Points

1. Nature, Scope, Definition, and Goals of Organizational Behaviour:

- OB is a social science that studies human behavior in organizations
- It covers a wide range of topics related to individual, group, and organizational behavior
- The goal is to explain, predict, and control behavior in organizations
- OB draws from various disciplines such as psychology, sociology, anthropology, economics, and political science

2. Fundamental Concepts of Organizational Behaviour:

- Individual behavior: attitudes, perceptions, personality, values, and motivation
- Group behavior: communication, decision-making, and conflict resolution
- Organizational behavior: structure, culture, and systems

3. Models of Organizational Behaviour:

- Autocratic Model: emphasizes formal authority
- Custodial Model: emphasizes economic rewards and benefits
- Supportive Model: emphasizes leadership and a supportive work environment
- Collegial Model: emphasizes teamwork and collaboration

4. Emerging Aspects of Organizational Behaviour:

- Cultural Diversity: understanding and managing diversity in the workplace
- Managing Perception Process: understanding how employees perceive and interpret their work environment