



Models of Organisation Behaviour

UNIT III

Autocratic Model

- The root level of this model is power with a managerial orientation of authority. The employees in this model are oriented towards obedience and discipline. They are dependent on their boss. The employee requirement that is met is subsistence. The performance result is less.
- The major drawbacks of this model are people are easily frustrated, insecurity, dependency on the superiors, minimum performance because of minimum wage.

Custodial Model

- The root level of this model is economic resources with a managerial orientation of money. The employees in this model are oriented towards security and benefits provided to them. They are dependent on the organization. The employee requirement that is met is security.
- This model is adapted by firms having high resources as the name suggest. It is dependent on economic resources. This approach directs to depend on firm rather than on manager or boss. They give passive cooperation as they are satisfied but not strongly encouraged.

Supportive Model

- The root level of this model is leadership with a managerial orientation of support. The employees in this model are oriented towards their job performance and participation.
- The employee requirement that is met is status and recognition.
- The performance result is awakened drives.
- This model is dependent on leadership strive. It gives a climate to help employees grow and accomplish the job in the interest of the organization.
- Management's job is to assist the employee's job performance.
- Employees feel a sense of participation.

Collegial Model

- The root level of this model is partnership with a managerial orientation of teamwork.
- The employees in this model are oriented towards responsible behavior and self-discipline.
- The employee requirement that is met is self-actualization. The performance result is moderate zeal.
- This is an extension of supportive model. The team work approach is adapted for this model. Self-discipline is maintained.
- Workers feel an obligation to uphold quality standard for the better image of the company. A sense of “accept” and “respect” is seen.