Organizational Behavior

* a field of study devoted to understanding, explaining, and ultimately improving the attitudes and behaviors of individuals and groups in organizations

Human Resource Management

* Takes theories and principles studied in OB and explores the nuts and bolts applications of those principles in organizations

Strategic management

* focuses on the product choices and industry characteristics that affect and organizations profitability

OB Internationally

* + Cross Cultural Differences
  + International Corporations
  + Expatriation
  + Managing Diversity

resource based view - important

* perspective describes what exactly makes resources valuable- what makes them capable of creating long term profits for the firm
* Rarity of resources is important because they hold higher values

Inimitable

* A resource is more valuable when it cannot be imitated

History (people create a history)

* a collective pool of experience, wisdom, and knowledge that benefits the organization

Numerous small decisions

* captures the idea that people make many small decisions day in and day out

Socially Complex Resources

* people create culture, teamwork, trust, and reputaion

Rule of One-Eigth

* 12 percent of organizations will actually do what is required to build profits by putting people first

Method of Experience

* People hold firmly to some belief because it is consistent with their own experience and observations

Method of Intuition

* People hold firmly to some belief because it "just stands to reason"- it seems obvious or self-evident

Method of Authority

* People hold firmly to some belief because some respected official agency, or source has said it is so

Method of Science

* People accept some belief because scientific studies have tended to replicate that result using a series of samples, settings, and methods

Theory

* Scientific method begins with theory, defines as a collection of assertions (Verbal and symbolic) that specify how and why variables are related

Correlation

* analyzing data by looking at the correlation between social recognition behaviors and employee turnover

Casual inferences

* Establishing that one variable really does cause another- requires establishing three things. (Correlated, presumes cause precedes presumed effect and time, no alternative explanation exists)

Meta-analysis

* Takes all of the correlations found in studies of a particular relationship and calculates a weighted average.

Evidence-based management

* a perspective that argues that scientific findings should form the foundation for management education, much as they do for medical education

Job performance

* The value of the set of behaviors that contribute, whether positively or negatively to organizational goal accomplishment