

# BUS 401 Business and Entrepreneurship



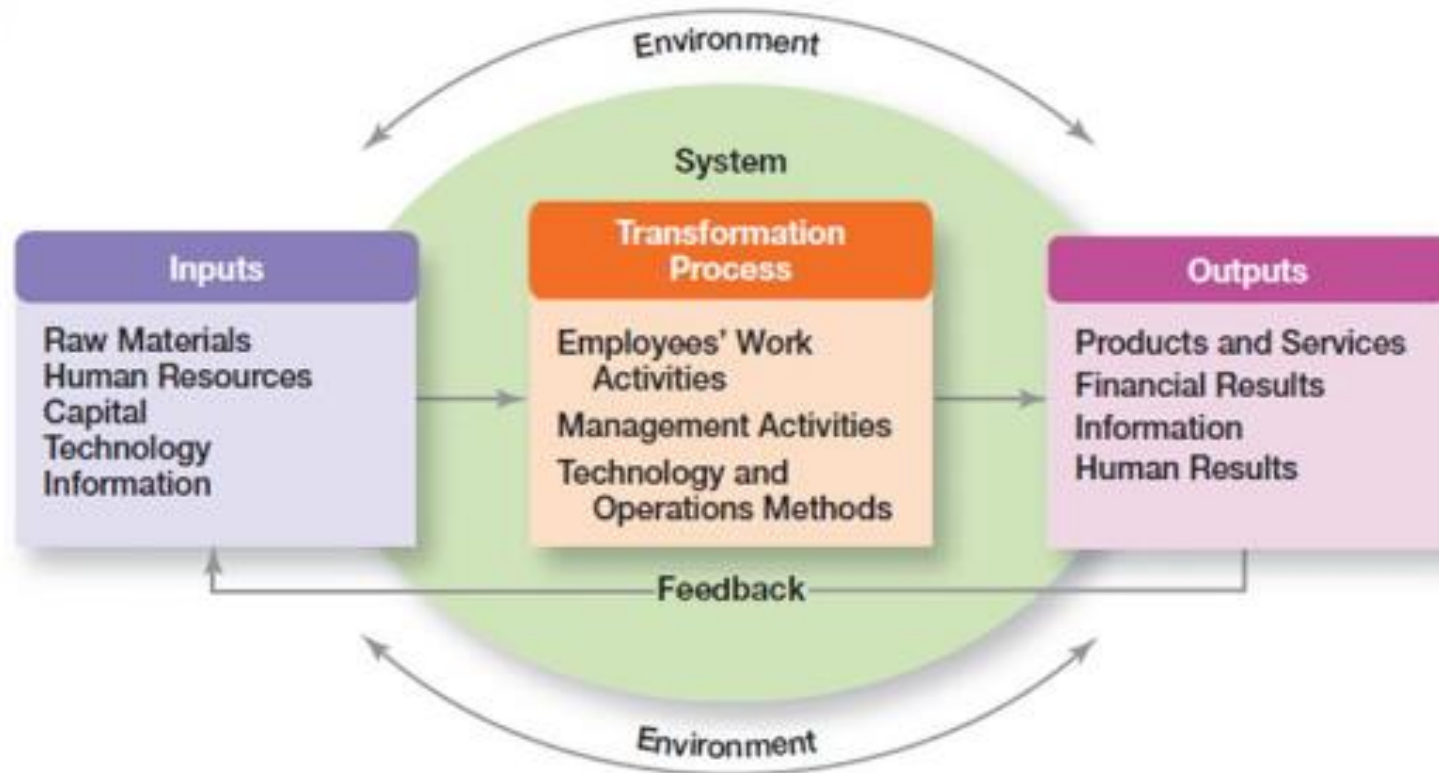
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# Management theories

- Management theory addresses how managers and supervisors relate to their organizations in the knowledge of its goals, the implementation of effective ways
- **Quantitative approach:** During World War II, to solve military problems. It involves the use of quantitative techniques, such as statistics, information models, and computer simulations, to improve decision making
- **System approach:** A systems approach is commonly used to value market elements which affect the profitability of a business. Generally having a system is integrated four forms as to say input, Transformation, output and feedback.
- **Contingency approach:** The contingency theory suggests the most appropriate style of management is dependent on the context of the situation and that adopting won leadership style.

# System approach

***provide information to the organization by  
connecting the outputs to its inputs***



# Contingency approach

## Assumptions

- ▶ The leader's ability to lead is contingent upon various situational factors, including the leader's preferred style, the capabilities and behaviors of followers and also various other situational factors.



- ✓ Contingency theories are a class of behavioral theory that contend that there is no one best way of leading and that a leadership style that is effective in some situations may not be successful in others.
- ✓ An effect of this is that leaders who are very effective at one place and time may become unsuccessful either when transplanted to another situation or when the factors around them change.

Followers	Leader	Situation
<ul style="list-style-type: none"><li>• Capability</li><li>• Motivation</li></ul>	<ul style="list-style-type: none"><li>• Personal Traits</li><li>• Behavior</li><li>• Experience</li></ul>	<ul style="list-style-type: none"><li>• Task</li><li>• Structure</li><li>• Environment</li></ul>

# ORGANIZATIONAL BEHAVIOUR

- Organizational behavior, is “A study and application of knowledge about human behavior – as individuals and in groups – in organizations – attempts to identify ways in which people can act more effectively.”
- “The understanding, prediction and management of human behavior in organizations.”
- Is an applied science- best practices in one organizations can be communicated to others.

# Organizational behavior

Organizational behavior are social systems. If one wishes to work in them or to manage them, it is necessary to understand how they operate.

Organizations combine science and people – technology and humanity. Unless we have qualified people to design and implement, techniques alone will not produce desirable results. Human behavior in organizations rather unpredictable.

- It is unpredictable because it arises from people's deep-seated needs and value systems. However, it can be partially understood in terms of the framework of behavioral science, management and other disciplines.
- There is no idealistic solution to organizational problems. All that can be done is to increase our understanding and skills so that human relations at work can be enhanced.

# Organizational Behaviour

## **Organizational behavior**

Provides a set of tools  
that allow:

People to understand,  
analyze, and describe  
behavior in organizations

Managers to improve, enhance,  
or change work behaviors so  
that individuals, groups and  
the whole organization can  
achieve their goals



# Behavioural Theories

- They identified behaviors that differentiated effective leaders' from ineffective leaders. Based on these people could be trained to be leaders. The following are three types of behavioral styles of leadership
- I) **Autocratic Style:** A leader who tended to centralize authority, dictate work methods, make unilateral decision and limit employee participation
- ii) **Democratic Style:** A leader who tended to involve employees in decision making to delegate authority, to encourage participation in deciding work methods and goals, and to use feedback as an opportunity for coaching employees
- iii) **Laissez-faire style:** A leader who generally gave the group complete freedom to make decision and complete the work in whatever way it saw fit.

Cont...

- Describe how people behave under a variety of conditions
- Understand why people behave as they do
- Predict future employee behavior
- Control and develop human activity at work to improve productivity, skill improvement, team effort, etc

# Organizational Behavior & its needs and importance



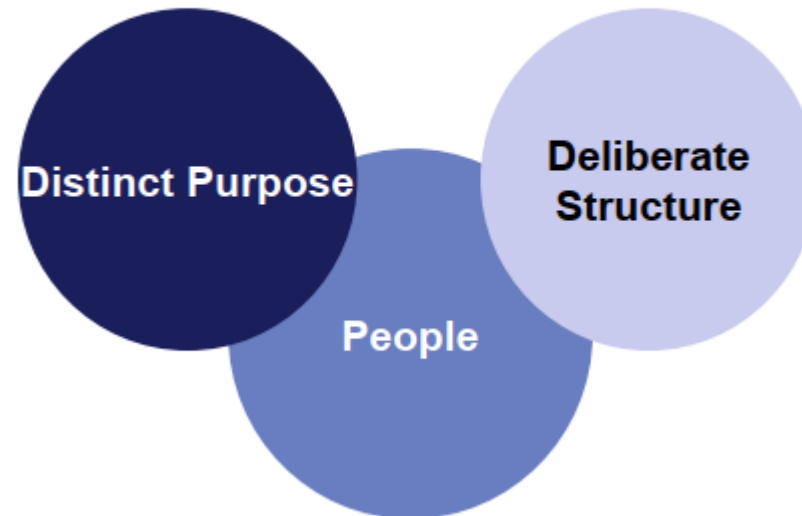
# Organization

**Organizations** are groups of people, with ideas and resources, working toward common goals.

OR

A systematic arrangement of people brought together to accomplish some specific purpose is called organization.

## Characteristics of Organization



# Why we should learn ?

- Describe how people behave under a variety of conditions
- Understand why people behave as they do
- Predict future employee behavior
- Control and develop human activity at work to improve productivity, skill improvement, team effort, etc

# Classical Organization Theory

Classical Organization Theory emerged at the end of the 19th century. It emerged in the private sector and also in the need for better public administration in the public sector.

There are several different organization theories,

- **Division of Labor,**
- **Bureaucratic Theory**
- **Rational System Perspective**
- **Contingent Theory**



# THANK YOU



# Proposed Group Assignment Titles (20 pages- A Review Journal paper)

1. The impact of work environment on organisation performance
2. The impact of training and development on the performance of employees in service industries
3. The impact of performance management on the effectiveness of employees
4. Software development standard and future prospects of software industries of Bangladesh
5. the impact of effective efficient leadership on the performance of employees
6. the impact of corporate planning on organizational productivity
7. An assessment of Bangladesh software development projects as a SMEs industries.
8. a study of the impact of manpower training and development on employees performance in an organisation
9. Problems and future prospects of software industries in Bangladesh.
10. Current situation of project management implementation of a software firm in Bangladesh.
11. Comparison between Software and other industries in the development of economic infrastructure of Bangladesh

- \* If you choose other topic ,inform me before start writing