

# ORGANIZATIONAL BEHAVIOR

## KINICKI FUGATE 5TH EDITION

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**What are the 5 models of organizational behavior?** From these broad theories, five specific models of organizational behavior developed: behavior models include: autocratic model, custodial model, collegial model, supportive model, and system model.

**What is the custodial model of organizational behavior?** The custodial model provides for employees' dependence on organisation rather than dependence on their boss. The model emphasizes economic reward, security, organisational dependence, and maintenance factors. The custodial approach leads to employee dependence on the organisation.

**What are the limitations of organizational behavior?** There are a few factors that can limit the effectiveness of implementing a system based on organizational behavior principles. Limitations include behavioral bias, unethical practices, manipulation and diminishing returns.

**What is the collegial model of organizational behavior?** The Collegial Model promotes teamwork through the concept of partnership. It encourages collaboration and shared decision-making, where employees and managers work together as colleagues towards common goals.

**What are the 5 C's of organizational behavior?** These five elements; Create, Comprehend, Communicate, Collaborate and Confront, form the basis of an effective people management approach. Whilst each element is important in its own right they all interrelate with and support the others.

**What are the big 5 organizational behavior?** The Big Five is a psychology based assessment that focuses on five wide-ranging categories that describe personality. The acronym used for The Big Five is OCEAN and include openness, conscientiousness, extraversion, agreeableness, and neuroticism.

**What are the 4 elements of organizational behavior?** The four elements of organizational behavior are people, structure, technology, and the external environment.

**What are the three levels of organizational behavior model?** The most widely accepted model of OB consists of three interrelated levels: (1) micro (the individual level), (2) meso (the group level), and (3) macro (the organizational level). The behavioral sciences that make up the OB field contribute an element to each of these levels.

**What are the four basic approaches of organizational behaviour?**

**What are 2 forces affecting organizational behavior?** Organizational behavior is influenced by 4 key forces - people, structure, technology, and environment.

**What are the core problems in organizational behavior?**

**What are the three factors that affect organizational behavior?** Organizational behavior is influenced by various factors. These factors include the management of human resources, the organizational culture, the external environment, and individual characteristics, discipline, and competency of employees [1] [2] [4] [5].

**What is the best model of organizational behavior?**

**What is the contingency model of organizational behavior?** A contingency theory is an organizational theory that claims that there is no best way to organize a corporation, to lead a company, or to make decisions. Instead, the optimal course of action is contingent (dependent) upon the internal and external situation.

**What is hybrid model of organizational behavior?** A hybrid form of organization, for example, is created by combining functional and product structures. Employees are required to work on many projects and report to multiple managers under a

hybrid organisational structure. An engineer working on a project should, in an ideal world, report to his project manager.

### **What are the 5 models of individual behaviour in an Organisation?**

**What are the 5 dimensions of organizational behavior?** Organ (1988) identified five dimensions of OCB: conscientiousness, sportsmanship, civic virtue, courtesy, and altruism. These five dimensions cover such organizational behaviors as helping co-workers, following company rules, not complaining, and actively participating in organizational affairs.

**What is the 5 star model of organization?** The Star Model consists of five areas that should be connected and aligned to successfully shape the decisions and behaviors of your organization: Strategy, Structure, Processes, Rewards, and People. The business model is placed in the middle of the star as a "center of gravity" holding the five areas together.

### **What are the five basic approaches of organizational Behaviour?**

**What does man of chastity mean?** Someone who is chaste refrains either from sexual activity that is considered immoral or from any sexual activity, according to their state of life. In some contexts, for example when making a vow of chastity, chastity means celibacy.

**Is chastity worth it?** Effects of Chastity on Marital Stability and Satisfaction Their marriages are more stable and more fulfilling. Researchers have even found that couples who did not have sex before marriage report greater sexual fulfillment after marriage than those who had premarital sex.

**What are the rules for chastity couples?** Chastity means not having any sexual relations before marriage. It also means complete fidelity to husband or wife during marriage." It goes on to say "Physical intimacy between husband and wife is beautiful and sacred. It is ordained of God for the creation of children and for the expression of love within marriage."

**What are the two rules of chastity?** It includes strict abstinence from sexual relations before marriage and complete fidelity and loyalty to one's spouse after marriage. The law of chastity requires that sexual relations be reserved for marriage

between a man and a woman.

**What are the three forms of chastity?** There are three forms of the virtue of chastity: the first is that of spouses, the second that of widows, and the third that of virgins. We do not praise any one of them to the exclusion of the others.... This is what makes for the richness of the discipline of the Church.

**Why does God want chastity?** As St. John wrote, God is love. In becoming man, He showed us how we are to love one another -- fully, completely, and sacrificially, with nothing held back. The key to love is chastity, because it is only through chastity that we can learn to love one another as God loves us.

**What are the disadvantages of chastity?** Are there any downsides to being celibate? Potential drawbacks to becoming celibate include: It may be challenging to engage in romantic relationships, even if your partner is also celibate, if it introduces physical desire or pressure to engage in sexual activity.

**What are the 6 benefits of chastity?** It helps in maintaining strong family relations, preventing discord and mutual mistrust, and reducing mental illnesses and suspicion . Additionally, chastity is seen as a necessity for a healthy, happy, and calm life, and is achieved through religiosity and wisdom .

**What is the 2-2-2 rule for wife?** Enter the 2-2-2 rule: Try and swing a date night every two weeks, a weekend away every two months and a week away every two years. The rule has its origins on a Reddit thread from 2015 and has in recent weeks reappeared on social media as a form of relationship advice.

**What is the golden rule of wife?** The golden rule for a wife is: if you want your husband to respond lovingly toward you, then meet his need to feel respected.

**What are the three sins against marriage?** Sins against marriage and conjugal chastity The church believes adultery, divorce, remarriage after divorce, marriage without the intent to transmit life, polygamy, incest, child abuse, free union, and trial marriage are sins against the dignity of marriage.

**What is the meaning of chastity in one word?** : in haste : hurriedly.

**Are chastity and virginity the same?** “Virginity was an anatomical state that preceded sexual activity; chastity was a state, both spiritual and psychological, that could be observed through all stages of a person's adult life.” Sanctified by God, marriage and sexual relations between man and wife could be chaste – as could childbirth.

**What does God say about chastity?** Pure Deeds Living the law of chastity also means that we refrain from sexual sin. When Moses came down from Mount Sinai with the Ten Commandments, there was no misunderstanding the Lord's standard regarding moral purity: “Thou shalt not commit adultery” (Ex. 20:14).

**Why are people called chastity?** Chastity is a feminine given name meaning chastity, referring to the virtue of exercising self-control over one's sexual behavior, which might mean practicing celibacy for a person who is unmarried, or monogamy for a person who is married. The name comes from the Late Latin word castitas.

## **Self-Leadership and the One Minute Manager: Increasing Effectiveness Through Situational Self-Leadership**

### **Introduction**

Self-leadership is the ability to manage oneself effectively without relying on external supervision. It involves setting goals, managing time, and motivating oneself. The One Minute Manager, a leadership model developed by Ken Blanchard and Spencer Johnson, provides a framework for situational self-leadership, enabling individuals to adjust their leadership styles based on the maturity of their team members.

### **What is Situational Self-Leadership?**

Situational self-leadership recognizes that different situations require different leadership approaches. In the One Minute Manager model, leaders assess the maturity of their team members, ranging from M1 (low maturity, high dependence) to M4 (high maturity, high independence).

### **How Does Self-Leadership Increase Effectiveness?**

Self-leadership empowers individuals to take ownership of their work. By setting goals, managing their time, and providing feedback to themselves, they develop a sense of accountability and increased motivation. This leads to improved performance, increased job satisfaction, and reduced stress.

### **How to Apply Situational Self-Leadership**

To apply situational self-leadership, leaders:

1. **Assess team maturity.** Observe the team's skills, knowledge, and motivation levels.
2. **Adjust leadership style.** Adapt their approach based on the maturity level. For M1 team members, provide clear direction and close supervision. For M4 team members, delegate authority and offer support.
3. **Provide ongoing feedback.** Use the One Minute Praise and One Minute Rebuke model to communicate performance expectations and areas for improvement.

### **Conclusion**

Self-leadership and situational self-leadership are essential components of effective leadership. By empowering individuals to manage themselves and adjusting their leadership styles to match the maturity of their team members, leaders can increase team performance, foster a positive work environment, and develop high-performing employees.

### **Questions and Answers**

Q: What are the benefits of self-leadership? A: Increased accountability, motivation, performance, job satisfaction, and reduced stress.

Q: How can situational self-leadership enhance effectiveness? A: By allowing leaders to tailor their leadership styles to the maturity of their team members, optimizing performance and support.

Q: What is the role of feedback in situational self-leadership? A: Ongoing feedback helps team members understand expectations and areas for improvement,

promoting growth and accountability.

Q: How can leaders apply situational self-leadership? A: By assessing team maturity, adjusting their leadership style, and providing regular feedback.

Q: What are the key elements of the One Minute Praise and One Minute Rebuke model? A: Concise, specific, and timely feedback that focuses on the behavior, not the person.

### **Tesla and the Aether: Infinite Energy at Our Fingertips?**

Nikola Tesla, the visionary inventor, believed in the existence of an all-pervading medium called the aether. According to Tesla, the aether was an infinite reservoir of energy that could be harnessed to power machines.

**Question:** What is the aether? **Answer:** Tesla described the aether as a frictionless fluid that permeates all space. It was believed to be responsible for the transmission of electromagnetic waves and the propagation of light.

**Question:** How did Tesla believe the aether could be harnessed? **Answer:** Tesla developed a series of devices known as "aetheric transformers." He believed that these devices could extract energy from the aether and amplify it for use in powering machines.

**Question:** Did Tesla succeed in harnessing the aether? **Answer:** While Tesla built numerous aetheric transformers and tested them extensively, he was never able to demonstrate their ability to produce significant amounts of energy. The idea of the aether as an infinite energy source has been largely discredited by modern science.

**Question:** Are there any modern theories that support Tesla's ideas about the aether? **Answer:** Some modern theories in physics, such as vacuum energy, suggest that there may be an underlying energy field that permeates all space. However, these theories do not provide a clear explanation of how to extract energy from such a field.

**Conclusion:** Tesla's belief in the aether as an infinite energy source was a bold and visionary idea that has intrigued scientists and inventors for over a century. While modern science has largely dismissed the aether, it remains a fascinating concept

that continues to inspire imagination and speculation about the potential for harnessing unlimited energy.

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