

# ORGANIZATIONAL BEHAVIOR

## INTERNATIONAL EDITION STEPHEN

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**What is organizational behaviour according to Stephen Robbins?** Definitions of OB. According to Stephen P Robbins - "Organisational behaviour is a field of study that investigates the impact that individuals, groups and structure have on behaviours within the organizations for the purpose of applying such knowledge towards improving an organizations effectiveness".

**What is the concept of international organizational behaviour?** It is difficult for an individual to adjust in a different cultural background where the values and beliefs of the people are different. The dimensions of culture lead to differences in the organizational behaviour of the employees. People interact and communicate with others according to their cultural values.

**What are the 4 elements of organizational behavior?** The four elements of organizational behavior are people, structure, technology, and the external environment. By understanding how these elements interact with one another, improvements can be made.

**What are the four models of organizational behavior?** These are Autocratic, Custodial, Supportive, and Collegial. In this unit, we will discuss and critically examine the aforementioned models of organisational behaviour, namely, autocratic, custodial, supportive, and collegial.

**What are the 4 C's of organizational behavior?** The four C's or 4Cs – Communication, Collaboration, Creativity, and Competence are vital attributes that

intertwine to define corporate success.

**What are the five organizational behavior concepts?** There are five models of organizational behavior. These include the autocratic model, custodial model, supportive model, collegial model, and system model.

**What are the two fundamental concepts of organizational behaviour?** The fundamental concepts of organizational behavior are: Individual Differences. Perception. A whole Person.

**What is the main objective of international organization?** The main purpose of international organizations is to bind sovereign states to their commitments and promote international cooperation and commitment.

**What is international organization in simple terms?** An international organization is one that includes members from more than one nation. Some international organizations are very large, such as corporations. Others are small and dedicated to a specific purpose, such as conservation of a species.

**What is organizational behavior and why is it important?** Organizational behavior is the study of how people behave with other individuals and in group settings. Human resources employees, managers and executives often use OB research to determine ways to improve workplace culture and increase employee satisfaction.

**What are the 4 goals of organizational behavior?** The major goals of Organizational behaviour are: (1) To describe systematically how people behave under variety of conditions, (2) To understand why people behave as they do, (3) Predicting future employee behaviour, and (4) Control at least partially and develop some human activity at work.

**What is organizational behavior theory?** Organizational behavior denotes the interaction between employees and management. In this context, organizational theory seeks to understand how social organizations and companies operate. The main elements of organizational behavior are people, environment, technology, and structure.

**What are the Big Five models of OB?** The five traits of the Big Five Personality model are openness, conscientiousness, extraversion, agreeableness, and neuroticism. These traits help in deciphering various elements of organisational behaviour.

**What are the three levels of OB?** 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 is an organization according to Robbins?** Robbins (2003, p: 2) "Organization is a consciously coordinated social unit, composed of two or more people, that functions on a relatively continuous basis to achieve a common goal or set of goals".

**What is the theory of organizational Behaviour?** Organizational behavior theory assumes that both individual behavior and group behavior are critical to creating more stable and effective organizations. T-groups offered a way for individuals to explore interpersonal relations and group dynamics.

**What is the concept of organisational behaviour explain?** Organizational behavior is the study of how individuals and groups interact within an organization and how these interactions affect an organization's performance toward its goal or goals. The field examines the impact of various factors on behavior within an organization.

**What is the Robbins and Judge model of team effectiveness?** The Robbins and Judge model provides a comprehensive view of team effectiveness by considering four elements: context, composition, work design, and processes. This model is particularly suited for large, diverse organizations due to its holistic approach.

## **Shineray 250: Frequently Asked Questions and Answers**

### **Introduction:**

The Shineray 250 is a mid-size motorcycle that has gained popularity for its versatility and affordability. Here are some common questions and answers about this popular ride:

### **1. What's the Engine Size and Power of the Shineray 250?**

The Shineray 250 is powered by a fuel-injected, air-cooled 223cc single-cylinder engine that produces around 17 horsepower and 16 Nm of torque.

### **2. How Fast Can it Go?**

The top speed of the Shineray 250 is around 110 km/h (68 mph). However, this may vary depending on factors like weight, terrain, and maintenance.

### **3. What are the Fuel Consumption and Mileage of the Shineray 250?**

The Shineray 250 is relatively fuel-efficient, with an average consumption of approximately 30-35 km/l (71-85 mpg). This may vary depending on driving conditions.

### **4. Is the Shineray 250 Good for Off-Roading?**

The Shineray 250 is primarily designed for on-road use. However, it has a rugged frame and long-travel suspension that can handle light off-road trails.

### **5. What's the Price and Availability of the Shineray 250?**

The price of the Shineray 250 varies depending on the market and region. It is generally available in showrooms and authorized dealerships worldwide.

### **Conclusion:**

The Shineray 250 is a versatile motorcycle that offers affordability, fuel efficiency, and reasonable performance. Its combination of on-road and off-road capabilities make it a suitable choice for both urban commuting and casual leisure rides.

## **Tombiruo Terakhir: Sebuah Karya Agung dari Ramlee Awang Murshid**

### **1. Apa itu Tombiruo Terakhir?**

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Tombiruo Terakhir adalah sebuah novel karangan Ramlee Awang Murshid yang diterbitkan pada tahun 1984. Novel ini merupakan buku ketiga dalam trilogi Tombiruo, setelah Tombiruo I dan Tombiruo II. Trilogi ini mengisahkan tentang perjalanan hidup seorang pemuda bernama Tombiruo, mulai dari masa kecilnya hingga dewasa.

## **2. Apa Tema Utama Tombiruo Terakhir?**

Tema utama Tombiruo Terakhir adalah tentang pencarian jati diri dan identitas budaya. Novel ini mengeksplorasi perjuangan Tombiruo dalam menemukan tempatnya di dunia yang semakin modern dan pengaruh budaya Barat yang semakin kuat.

## **3. Bagaimana Gaya Penulisan Ramlee Awang Murshid dalam Tombiruo Terakhir?**

Gaya penulisan Ramlee Awang Murshid dalam Tombiruo Terakhir sangat deskriptif dan puitis. Ia melukiskan gambaran hidup yang jelas tentang kehidupan di Sabah pada tahun 1960-an dan 1970-an. Novel ini juga sarat dengan simbolisme dan metafora, yang menambahkan kedalaman dan makna pada cerita.

## **4. Apa Dampak Tombiruo Terakhir dalam Sastra Melayu?**

Tombiruo Terakhir diakui sebagai salah satu novel paling penting dalam sastra Melayu modern. Novel ini telah memenangkan beberapa penghargaan, termasuk Hadiah Sastera Malaysia pada tahun 1984. Novel ini juga telah diterjemahkan ke dalam beberapa bahasa, termasuk bahasa Inggris, Jerman, dan Jepang.

## **5. Apa Nilai Penting Tombiruo Terakhir?**

Tombiruo Terakhir memiliki nilai penting baik secara sastra maupun budaya. Secara sastra, novel ini merupakan mahakarya yang menyoroti bakat luar biasa Ramlee Awang Murshid sebagai penulis. Secara budaya, novel ini memberikan wawasan berharga tentang sejarah dan budaya masyarakat Sabah, serta perjuangan mereka mempertahankan identitas budaya mereka di tengah pengaruh globalisasi.

## **Why Do We Undervalue Competent Management?**

Despite the crucial importance of competent management for the success of any organization, there is a widespread tendency to undervalue this essential skillset. This undervaluation manifests itself in a number (HBS.edu):

- **Lack of Recognition:** Competent managers are often overlooked for promotions and rewards, with more emphasis placed on technical skills and experience. This can create a disincentive for individuals to develop their management abilities.
- **Misperception of Value:** Some people mistakenly believe that management is a passive or easy role, which anyone can perform. This misconception can lead to the underestimation of the complexity and skills involved in effective management.
- **Bias towards Individual Performance:** Organizations often favor individuals who excel in specific tasks or functions, rather than those who possess broader management skills. This bias can result in the undervaluation of managers who are responsible for coordinating and overseeing the work of others.

### **Consequences of Undervaluing Competent Management**

The undervaluation of competent management can have severe consequences for organizations:

- **Poor Decision-Making:** Inadequate management can lead to poor decision-making, as managers lack the necessary skills to analyze data, weigh options, and make sound judgments.
- **Low Employee Morale:** Employees who feel that their managers are incompetent or unsupportive are likely to have low morale, which can negatively impact productivity and creativity.

- **Increased Costs:** Ineffective management can lead to increased costs, as organizations waste resources on poorly planned projects, inefficient processes, and high staff turnover.

## Benefits of Valuing Competent Management

Organizations that value competent management reap numerous benefits:

- **Improved Performance:** Effective managers can motivate and inspire their teams, leading to increased productivity and organizational success.
- **Increased Innovation:** Competent managers encourage creativity and experimentation, fostering an environment conducive to innovation and growth.
- **Attracting and Retaining Talent:** Top talent seeks out organizations that value and recognize competent management, making it easier to attract and retain skilled employees.

## Conclusion

Undervaluing competent management is a significant issue that can hinder organizational success. By recognizing the importance of effective management, fostering a culture that appreciates these skills, and addressing the biases that contribute to their undervaluation, organizations can unlock the potential of their teams and drive sustainable growth.

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