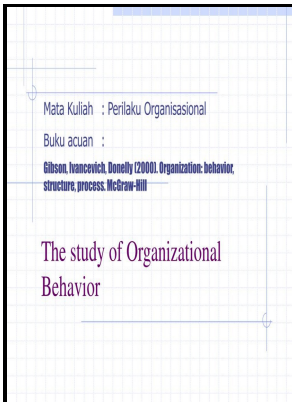


Organizations - behavior, structure, processes

Irwin - Organizational Behavior Explained: Definition, Importance, Nature, Model



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-

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9.2 Work Group Structure

Maslow reconsidered: A review of research on the need hierarchy theory. Asch conducted a laboratory experiment in which a native subject was placed in a room with several confederates. As a result, it becomes more difficult to satisfy higher-order needs on the job, and job attendance becomes less appealing.

What Is Organizational Behavior? Model, Theories, Scope

Different situations require different functions and behavioural approaches. Norms usually are developed by group members as the need arises, such as when a situation occurs that requires new ground rules for members in order to protect group integrity. Groups that know exactly what they are trying to accomplish develop greater cohesiveness, in part because of a shared sense of mission and the absence of conflict over mission.

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There may be a norm against producing too much or too little, against getting too close to the supervisor, against being late for work, and so forth.

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The answer to this question lies in the concept of conformity to group norms. Organizations is easily adaptable to individual preferences.

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