# Models of Organizational Behaviour

# Organizational Behaviour

a study and application of knowledge about human behaviour – as individuals and in groups – in organizations– strives to identify ways in which people can act more effectively.

What is Organization Behaviour?

What is meant by studying OB?

Different types of Organization
Behaviour?

Why we study Organization
Behaviours?

# Challenges to Management

At the organisational level

- Understanding global competition
- Workforce Diversity
- Ethical Behaviour
- Improving Quality and Productivity

# Challenges to Management

Prominent management initiatives

- restructuring (downsizing)
- cost reduction programmes
- globalising supply chains
- creating shared services

Due to this employees no longer feel engaged in their work or committed to the company.

# Autocratic model

- This model depends on power.
- Those who are in command must have the power to demand, "You do this — or else," meaning that an employee will be penalized if he does not follow orders.
- This model takes a threatening approach, depending on negative motivation backed by power(Fear is a powerful motivator, especially when that fear relates to your survival or, in the case of employees, their job.

What do you think motivates people to come to work each morning?

# Theory X

- Those who hold to "Theory X" believe that workers are essentially interested in doing as little work as possible for their pay and that they must be watched, measured, and managed as closely as possible so they do not rip the company off.

- This approach depends on close supervision, intimidation, and imminent punishment.

- This approach can potentially yield a hostile, minimally cooperative work force that could harbor resentment towards management.

- This is the foundation of Autocratic model

# Theory Y

- In contrast, Theory Y managers act on the belief that people in the workforce are internally motivated, enjoy their labor in the company, and work to better themselves without a direct "reward" in return.

- Theory Y employees are considered to be one of the most valuable assets to the company, and truly drive the internal workings of the corporation.

# Custodial model

1. The custodial model is based around the concept of providing economic security for employees through wages and other benefits

2. Depends on economical resource

3. Managerial orientation is money

4. Employee orientation is security and benefit

# Custodial model (cntd)

4. Employee psychological result depends on organization

5. Employee needs met is security

6. Performance result is passive cooperation

7. In this model the employee's won't work as a team (Less sharing with others) because everyone will depend on himself to get more benefits than the others.

# Supportive model

This model relies on leadership. For example, managers support their employees by encouraging, and supporting them to perform a better job, get along with each other and as well as developing their skills. The Performance results will be awakened drives.

# Supportive model (cntd.)

1. Depends on leadership

2. Managerial orientation is support

3. Employee orientation is job and performance

4. Employee psychological result is participation

5. Employee needs met is status and recognition

6. Performance result is awakened drives

# Collegial Model

1. The basis of this model is partnership with a managerial orientation of teamwork.
2. Employees are oriented towards responsible behavior and self-discipline.
3. Manager is not addressed as 'boss' but is a facilitator.
4. Employees are self disciplined, self content and self actualised.

# System Model

1. The most emerging model of the today's corporate era.
2. The expectations of the managers are much more than getting the work done by the employees.
3. The managers have to show their emotional side, be more compassionate and caring towards their team.

# System Model

4.They try to develop the positive work culture where the employees feel more at ease and work as if they are working for their family.

5. Managers always try to make the employees feel the part of the project and the organization and give them all the support so that they can increase their efficiency and output.

# Summary

The models have been originated perceiving the changing employee needs with each model have been the stepping stone for the more productive and useful model. To assume that any one of the models has been the best model is wrong as no model is hundred percent perfect but have been evolving all through the years with the changes in our perception, study and social conditions that have been affecting the human behavior.

# Thank You