

A STUDY ON FIVE MODELS OF ORGANISATIONAL BEHAVIOR

Executed For a Group Assignment

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Jahangirnagar University

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Prepared for

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LETTER OF TRANSMITAL

October 12, 2012

Ms. Mahfuza khatun

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Dear Ms. Mahfuza

Here is the report that you asked ask us to conduct on September 15, 2012 on a Case Study on five models of organizational behavior.

This study focused on different types of discussion with example about the five models of organizational behavior.

We will be pleased if you have any further query for this you can call us at your convenient time and place.

Sincerely yours,

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Introduction

Top management's models are particularly important to identify, for the underlying model that exists within a firm's chief executive officer tends to extend throughout that firm. For this reason, models of organizational behavior are highly significant.

Classification models of OB:

There are five models of OB

1. Autocratic model
2. Custodial model
3. Supportive model
4. Collegial model
5. System model

Autocratic model:

In this model we can find that this model relies on power. For example, managers have the ability, authority to control their employees and the employee's performance in this stage will be much lower than expected.

Short notes of this model:

1. Depends on power
2. Managerial orientation is authority
3. Employee orientation is obedience
4. Employee psychological result depends on boss
5. Employee needs met is subsistence
6. Performance result is minimum

Example: Defense team, because here officer hold power and authority to obey them and thus soldiers are obedient to execute officer's order.

Custodial model:

This model usually depends on economic resources (money). For instance, managers can simulate their employees by offering them facilities, and benefits, but in this model the employee's won't work as a team (Less sharing with others) because everyone will depend on his self to get more benefits than the others.

Short notes of this model:

1. Depends on economical resource
2. Managerial orientation is money
3. Employee orientation is security and benefit
4. Employee psychological result depends on organization
5. Employee needs met is security
6. Performance result is passive cooperation

Example: Garments factory, because here it is based on economical resource. Here labors execute their job for security and benefit, again here if an organization do well then employee get better benefit.

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.

Short notes of this model:

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

Example: Software firm, because here leaders support their employee to perform their tasks or their project.

Collegial model:

This model means that employees depend on each other cooperatively and work as a team to do the task. Everyone will be having a normal enthusiasm self-discipline, and responsible behavior towards their tasks.

Short notes of this model:

1. Depends on partnership
2. Managerial orientation is teamwork
3. Employee orientation is responsible behavior
4. Employee psychological result is self discipline
5. Employee needs met is self actualization
6. Performance result is moderate enthusiasm

Example: Social organization such as willingly blood donation organization BADHON, because here every one work as teamwork and each member takes responsibilities for organizational goal. Each member works here only for self actualization.

System model:

This model is based on trust, self-motivation, and the performance results will be more than expected, because employees will be committed to do their tasks as expected, and as well as organizational goals.

After we explained the models in brief we would like to inform you that the world nowadays requires from us necessary steps before we decide the best model to have for an each organization. One of the most important things to consider is that managers and leaders should clearly

understand the nature of their organizations before making any decision. Also, they have to consider and look at the changing in the environment and of course the employee's needs so that they can have the best model to use to get a better result.

Short notes of this model:

1. Depends on trust, community, understanding
2. Managerial orientation is caring, compassion
3. Employee orientation is psychological ownership
4. Employee psychological result is self motivation
5. Employee needs met is wide range
6. Performance result is passion, commitment, organization goal

Example: Some corporate firm which are based on trust or community

Where employees are self motivated and committed for organizational goals.

Table of five models of OB:

	Autocratic	Custodial	Supportive	Collegial	System
Basis of Model	Power	Economical Resource	Leadership	partnership	Trust Community Understanding
Managerial Orientation	Authority	Money	Support	Teamwork	Caring Compassion
Employee orientation	Obedience	Security & Benefit	Job & Performance	Responsible Behavior	Psychological Ownership
Employee Psychological Result	Depends On Boss	Depends On Organization	Partnership	Self Discipline	Self Motivation
Employee Needs met	Subsistence	Security	Status & Recognition	Self Actualization	Wide Range
Performance result	Minimum	Passive Cooperation	Awakened Drives	Moderate Enthusiasm	Passion Commitment Organizational goals
Example	Defense Team	Garments Factory	Software Firm	Social Organization BADHON	Some Corporate Firm

A Comparison between Autocratic and System Models:

Autocratic Model Vs System Model

Pictures



A brief explanation

The leaders control the group without allowing the members to have a say in the way it should function.



The leader of the group makes the members participate in making choices and concentrate on motivating the members to take leader role.

Conclusion:

Based on this study it can be said that from autocratic model to system mode culture & relationship between employers and employee of the organization are developed.

Appendix:

- Wikipedia
- Book – Organization Behavior (Robbins/ Judge).