

Contributing Disciplines to OB

- Psychology
- Sociology
- Social Psychology
- Economics
- Anthropology
- Political Sciences
- Technology
- Engineering
- Science
- Medical

1. Psychology

The term 'psychology' is derived from the Greek Word 'Psyche' which means 'soul' or 'spirit'. Organizational behavior studies human behavior which is concerned mainly with the psychology of the people. Psychology, especially, industrial or organizational psychology is the greatest contributor to the field of organizational behavior. Psychologists study behavior and industrial or organizational psychologists deal specifically with the behavior of people in organizational settings.

Some of the numerous areas of interest within the disciplines of psychology are:

- General Psychology
- Experimental Psychology
- Clinical Psychology
- Consumer Psychology
- Personality and Social Psychology
- Industrial Psychology

- Counseling Psychology
- Educational Psychology
- Consulting Psychology

2. Sociology

Sociology also has a major impact on the study of organizational behavior. Sociology makes use of scientific methods in accumulating knowledge about the social behavior of the groups. Sociologists study social systems such as a family, an occupational class, a mob or an organization. It specifically studies, social groups, social behavior, society, customs, institutions, social classes, status, social mobility, prestige etc.

It studies the behavior of the people in the society in relation to their fellow human beings. Sociology contributes to organizational behavior through its contribution to the study of interpersonal dynamics like leadership, group dynamics, communication etc. Socialization is accepted for molding the behavior of people where the capacities of individuals to learn and respond to social systems, values, norms and social roles are accelerated and appreciated. The attitudes and behavioral patterns of individuals and groups are greatly influenced by socialization.

3. Social Psychology

Group behavior in the organizations is studied, researched and molded with the use of theories of Social Psychology. The communication system in the organization, attitudes of employees, their needs etc. as a subject of social psychology have a great influence on behavior. Thus, many of the concepts which interest psychologists e.g. learning, motivation etc. are also central to the students of organizational behavior. We can conclude that the contribution of psychology in the field of organizational behavior is quite significant.

4. Economics

Economists study the production, distribution and consumption of goods and services. Students of organizational behavior share the economist's interest in areas such as:

- Labour market dynamics
- Productivity
- Human resource planning and forecasting
- Cost benefit analysis

The economic conditions of a country have long lasting impact on organizational behavior. If psychological and economic expectations of employee are met, they are satisfied and become high performers. Economic systems include financial, commercial and industrial activities which have greater influences on the behavior of the people. The consumption pattern in society monitors the behavior of employees. Consumption oriented society witnesses a different employee behavior from that of a production oriented society.

5. Anthropology

‘Anthropo’ is a Greek word which means ‘man’ and ‘logy’ means ‘Science’. Aristotle defined anthropology as a science of man’s self understanding. The main aim of anthropology is to acquire a better understanding of the relationship between the human being and the environment, especially their cultural environment.

Anthropology contributes in understanding the cultural effects on organizational behavior, effects of value systems, norms, sentiments, cohesion and interaction. Socialization involves spreading of values and missions of organization among employees. Anthropology influences the employees’ behavior through motivation, interaction, goal setting, decision making, coordinating and controlling.

6. Political Sciences

In recent times, political science has also started interesting the organizational behaviorists. Political Science is usually, thought of as the study of political systems. But political scientists are interested in how and why people acquire power, political behavior, decision making, conflict, the behavior of interest groups and coalition formation. These are also major areas of interest in organizational behavior.

Political parties and Government directly intervene in many activities of the organization. Specific principles of political science are observed in organizational behavior for delegation of authority and responsibility, conflict resolution and stress management.

In organizations, people strive for power and leadership recognition. Political Science helps in the management of men in an effective and efficient manner. Political perspectives and government policies are thoroughly analyzed for molding and modifying the behavior of people, because they greatly influence the organization. The law and order of the country influence the people at work.

7. Technology

The level of technological development affects the behavior of the employees. Modern age is the age of computerization. It has come within the framework of the model of organizational

behavior. The study of technological development is becoming essential for understanding the organizational behavior, because people are influenced by the technological development. Human behavior relations and environments develop as a result of technological innovations.

Technology changes consumer behavior, production activities, and distribution and storage activities. To cope up with the technological development people have to become educated and/or technically skilled. They should have to be responsibility conscious and development oriented. Unskilled or irresponsible will have no place in the modern innovative age. Thus, technological development leads to effective work behavior, improved organizational culture and helpful work environment.

8. Engineering

Engineering also influences the study of organizational behavior. Some topics are common to engineering as well as organizational behavior e.g. work measurement, productivity measurement, work flow analysis, work design, job design and labour relations. In fact, organizational behavior is dependent on engineering for these technical jobs.

9. Science

Science is systematized knowledge. The scientific methods attempt to produce information that is objective in the sense that it is certifiable and independent of a person's opinions or preferences. Scientific method is the backbone of organizational behavior. Organizational behavior is based on the systematized study of facts, behavior, their relationships and predictions.

The cause and effect relationship is established in organizational behavior like that of science. The verification of the relationship and its quantification has added to the importance of organizational behavior.

10. Medical

Nowadays, medical has also come in connection with the study of human behavior at work. Stress is becoming a very common problem in the organizations as well as in the people working in the organizations. Research shows that controlling the causes and consequences of stress in and out of organizational settings, is important for the well being of the individual as well as the organizations. Medical helps in the control of stress as well as stress related problems.

Thus, it can be concluded that organizational behavior has an interdisciplinary focus. It draws from a variety of other fields and attempts to describe behavior as opposed to prescribing how behavior can be changed in consistent and predictable ways.