**PRIYADARSHINI COLLEGE OF ENGINEERING, NAGPUR**

**Course: Organizational Behaviour**

**Handouts**

**Topic:History & Evolution of Organizational Behaviour**

**The origin of Organizational Behaviour can trace its roots back to Max Weber and earlier organizational studies.**

The Industrial Revolution is the period from approximately 1760 when new technologies resulted in the adoption of new manufacturing techniques, including increased mechanization.

The industrial revolution led to significant social and [cultural change](https://www.iedunote.com/culture), including new forms of organization.

Analyzing these new organizational forms, sociologist Max Weber described bureaucracy as an ideal [type of organization that rested on rational-legal principles](https://www.iedunote.com/internal-control) and maximized technical efficiency.

In the 1890s, with the arrival of scientific management and Taylorism, Organizational Behavior Studies was forming it as an academic discipline.

Failure of scientific management gave birth to the human relations movement characterized by a heavy emphasis on employee cooperation and morale.

**Human Relations Movement from the 1930s to 1950s contributed to shaping Organizational Behavior studies.**

Works of scholars like Elton Mayo, Chester Barnard, Henri Fayol, Mary Parker Follett, Frederick Herzberg, Abraham Mas low, David Mc Cellan, and Victor Vroom contributed to the growth of Organisational Behaviour as a discipline.

Works of scholars like Elton Mayo, Chester Barnard, Henri Fayol, Mary Parker Follett, Frederick Herzberg, Abraham Maslow, David Mc Cellan, and Victor Vroom contributed to the growth of Organisational Behaviour as a discipline.

Herbert Simon’s Administrative Behavior introduced a number of important concepts to the study of organizational behavior, most notably decision-making.

Simon and Chester Barnard argued that people make decisions differently in organizations than outside. Simon was awarded the Nobel Prize in Economics for his work on organizational decision making.

**In the 1960s and 1970s, the field became more quantitative and produced such ideas as an informal organization and resource dependence. Contingency theory, institutional theory, and organizational ecology are also enraged.**

Starting in the 1980s, [cultural explanations of organizations and organizational](https://www.iedunote.com/steps-to-building-organizational-culture) change became areas of study.

Informed by anthropology, psychology, and sociology, [qualitative research](https://www.iedunote.com/research-definition-characteristics-goals-approaches) became more acceptable in OB.

Source credit: <https://www.iedunote.com/organizational-behavior>