**PRIYADARSHINI COLLEGE OF ENGINEERING, NAGPUR**

**Course: Organizational Behaviour**

**Handouts**

**Topic: Key Elements of Organizational Behaviour**

Organizational Behaviour simply is a process of studying and understanding the Behaviour of individuals in the organization. It is a part of the management process which aims at improving the performance of organizations through understanding and controlling human Behaviour. It is through the organizational Behaviour that organizations are able to understand the Behaviour of the people working with them.

Once they get to know about their peoples, organizations can easily influence and motivating them towards achievement of goals. It helps to improve the relations between the people working in an organization and increase their efficiency.

**Key Elements of OB**

There are two main factors which are studied under organization Behaviour term: Individual’s nature and the organization’s nature. After understanding both the terms properly efforts are made to develop better compatibility between these 2 terms.

There are basically 4 elements which are studied under the term “Organizational Behaviour”.

These are **People, Structure, Technology and Environment**.

The elements are discussed below:

### People

People refer to different employees working in organizations.

These peoples work as either individually or in groups and make up the whole working structure of the organization.

These are very important factor and as there is no alternative available in place of its employees for the companies. Employees help in achieving the objectives of the organizations.

They need to managed and treated properly.

Managers are required to properly study and understand the nature of their different employees.

It will help in developing better employee and employer relations.

Productivity will eventually improve by properly understanding this element.

### Structure

* Structure is related to the roles and relationship of different individuals working in an organization.
* It is important that the roles and responsibility of each individual working in an organization should be defined clearly.
* It avoids any confusion and leads to better efficiency of peoples working there.
* It enables the proper division of whole work and allocating right work to the right person.
* Employees, when getting work as per their skill, achieve better efficiency and help in the attainment of goals in a better way.
* Therefore, the structure has an important role in developing the proper employer and employee relation network.

### Technology

* Technology is the one with the help of which employees are able to perform their task effectively.
* In its absences, it is difficult for employees to work with bare hands.
* Technology makes the task and work of people easy.
* It includes different machines, methods, tools and resources.
* The requirement of technology depends upon the nature of work to be done and scale of operations.
* Technology has an important role in improving the work quality and reducing the cost of production.
* However, the usage of technology puts certain restrictions on the freedom of people working.
* It requires different terms and conditions to be followed.

### Environment

* Environment is a crucial part of organization Behaviour.
* There are two types of environments within which organization exist that is the internal environment and external environment.
* Organization can’t exist alone and is a part of large system containing numerous elements like society, family, government and other organizations.
* Internal environment refers to organization culture, its structure and its resources.
* Whereas the external environment includes various political, social, economic, cultural and technological factors.
* All these factors have different influence on the working of the organization and need to be studied properly.

Source credit:

*Key Elements of Organizational Behaviour.* <https://commercemates.com/elements-of-organisational-behaviour/>