**PRIYADARSHINI COLLEGE OF ENGINEERING, NAGPUR**

**Course: Organizational Behaviour**

**Handouts**

**Topic: Scope of Organizational Behaviour**

The study of the importance & scope of Organisational Behaviour is growing rapidly due to changing cultural, ethical and business environment of the Organization. Scope of Organisational Behaviour is increasing day by day due to the rapidly changing nature and environment of Business. A manager should concentrate on employee’s nature, reaction and response to different situations of the organization which are becoming an important part of today’s scenario.

## ****Scope of Organisational Behaviour****

Organizational Behaviour helps to understand the different activities and actions of people in the organization. It also helps to motivate them.

The Scope of the organisational behaviour can be explained with the help of following points. It covers various areas which are as follows.

* Individual Behaviour
* Interpersonal Behaviour
* Organisational Behaviour

Understanding people is not sufficient and hence OB extends its scope to structure, technology and the environment also. Elements given below can be undertaken as a part of the scope of organisational behaviour.

* People
* Environment
* Technology and
* Structure

People, structure, technology and the external environment are the key elements of the organizational behaviour. ****Simply the scope of this mix of elements is the scope of Organisational Behaviour.****

* The first three elements are ****micro-level.****
* The last one is at the ****macro level.****

### **Enhanced Individual Behaviour**

Appropriate skills are required to survive and succeed in the modern workplace. An employee needs skills related to his or her discipline as well as generic skills.

A person can learn organisational behaviour to gain knowledge to improve interpersonal skills, conflict resolution, interpersonal communication, teamwork etc. These improved skills can enhance individual effectiveness.

****Generic skills include:****

* Problem Solving Skills
* Skills to deal with People

****A person also need to develop various soft skills such as:****

* Communication Skill
* Leadership Skill
* Project Management Skill
* Business Insight Skill
* Analytical and decision-making skill
* And Many More

****Personal Growth****

Study of organisational behaviour also helps for personal growth through insights into human behaviour. A person studying organisational behaviour can get the personal fulfillment by understanding others.

****Impact Of Personality On Performance****

It’s also essential to understand the impact of personality of an employee or other members of the team on performance.

****Individual Behaviour****

Understanding of Behaviour of Individual person by understanding his/her personality, attitude, and interests.

* Motivation
* Learning
* Perception
* Personality
* Values
* Attitudes

### **Enhanced Interpersonal & Group Behaviour**

Inter-individual behaviour includes the study of interactions and behaviour of an employee with other employee, subordinates and senior management. Group behaviour refers to behaviour in the group. For example Social group, Rally or strike or cumulative efforts towards goal or objectives of the organization.

* Work Groups and Work Dynamics
* Leadership
* Communications

### **Enhanced Organisational Behaviour & Effectiveness**

Understanding organisational behaviour also improves organisational effectiveness. Employee motivation, communication and personality improvements contribute to this effectiveness.

* Job design
* Leadership
* Management of change, conflict and stress
* The motivation of employees of the organization
* Organization Design
* Organizational development
* Organizational structures: Their Study and Development
* Structure of teams and groups

****The Motivation of Employees of Organization****

The study of Organizational beahavior helps to understand employee behaviour. This helps to understand what kind of Monetary & Non-Monetary benefits will help to motivate employees and to create a positive attitude. This is another important scope of OB.

****Organisational Structure****

It includes the study of organisational structure.

* Objectives of the organization & direction
* Organizational culture
* Organisational Development
* Organisational Change
* Organisational Effectiveness

### ****Scope of OB also extends to –****

* Leadership
* Structure of  teams and groups
* Perception
* Development of the Soft Skills
* Organizational structures: Their Study and Development
* Improvement/Enhancement of Individual & Organizational development
* Individual behaviour, Group behaviour, power and politics, attitude and learning
* Organization Design
* Job design
* Culture and Environment factors
* Management of change, conflict and stress
* Organizational development
* Study of emotions
* Transactional analysis
* Cultural and Environmental factors
* Impact of personality on performance

**To conclude:**

This is the scope of Organizational behaviour. In the current scenario, Organizational Behaviour i.e. behaviour of employees in an organization is becoming the main as well as crucial thing for organization management.

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