**PRIYADARSHINI COLLEGE OF ENGINEERING, NAGPUR**

**Course: Organizational Behaviour**

**Handouts**

**Topic: Concept of Organizational Behaviour**

**Introduction:**

The field of organisational behaviour deals with human behaviour in organisation.

It is the multidisciplinary field that seeks knowledge of behaviour in organisational settings by objective based on studying individual, group and oganisational processes.

The role and field of organisation behaviour is not only concerned with a particular organisation. The concepts and approaches of organisation behaviour are also more concerned with the society.

The study of Organizational Behavior (OB) is very interesting and challenging too. It is related to individuals, group of people working together in teams. The study becomes more challenging when situational factors interact. The study of organizational behavior relates to the expected behavior of an individual in the organization.

No two individuals are likely to behave in the same manner in a particular work situation. It is the predictability of a manager about the expected behavior of an individual. There are no absolutes in human behavior. It is the human factor that is contributory to the productivity hence the study of human behavior is important. Great importance therefore must be attached to the study.

Researchers, management practitioners, psychologists, and social scientists must understand the very credentials of an individual, his background, social framework, educational update, impact of social groups and other situational factors on behavior.

Managers under whom an individual is working should be able to explain, predict, evaluate and modify human behavior that will largely depend upon knowledge, skill and experience of the manager in handling large group of people in diverse situations. Preemptive actions need to be taken for human behavior forecasting.

The value system, emotional intelligence, organizational culture, job design and the work environment are important causal agents in determining human behavior. Cause and effect relationship plays an important role in how an individual is likely to behave in a particular situation and its impact on productivity.

An appropriate organizational culture can modify individual behavior. Recent trends exist in laying greater stress on organizational development and imbibing a favorable organizational culture in each individual. It also involves fostering a team spirit and motivation so that the organizational objectives are achieved.

There is a need for commitment on the part of the management that should be continuous and incremental in nature.

**Definition of Organizational Behaviour:**

“Organisational behaviour can be defined as the study and application of knowledge about human behaviour related to other elements of an organisation such as structure, technology and social systems.”

- L. M. Prasad,

“OB is the study of human behaviour in organisational setting, of the interface between human behaviour and organisation and of the organization itself.”

- K Aswathappa

“OB is a field of study that investigates the impact that individuals, groups and structures have on behaviour within organisations for the purpose of applying such knowledge towards improving an organisation’s effectiveness.”

- Stephen P. Robbins

“Organisational behaviour can be defined as the study and application of knowledge about human behaviour related to other elements of an organisation such as structure, technology and social systems.”

- L. M. Prasad

“Organisational behaviour is the study and application of knowledge about how people act within organisations.”

- Davis and Newstram

“Behaviour is directly concerned with the understanding, prediction and control of human behaviour in organisations.”

- Fred Luthans

“Organisational behaviour is the study and application of knowledge about how people as individuals and as groups act within organisations. It strives to identify ways in which people can act more effectively.”

- John Newstram and Keith Devis

OB is the study of individual behaviour in isolation, when in group and as a part of an organisation. The study of individual behaviour only, would be incomplete because behaviour is affected by the people surrounding us as well as by the organisation, in which we work. Studying only individuals or only organisations would be of no use. It is essential to study both simultaneously.

**Concept of Organizational Behaviour**

**Organizational behavior is directly concerned with the understanding, prediction, and control of human behavior in organizations. Organizational behavior is the study of both group and individual performance and activity within an organization.**

This area of study examines human behavior in a work environment and determines its impact on job structure, performance, communication, motivation, [leadership](https://www.iedunote.com/leadership), etc.

It is the systematic study and application of knowledge about how individuals and groups act within their work organizations. OB draws from other disciplines to create a unique field.

**For example, when we review topics such as personality and motivation, we will again review studies from the field of psychology. The topic of team processes relies heavily on the field of sociology.**

When we study power and influence in organizations, we borrow heavily from political sciences.

Even medical science contributes to the organizational behavior field, particularly in studying stress and its effects on individuals.

There is increasing agreement as to the components or topics that constitute the subject area of OB.

**Although there is still considerable debate as to the relative importance of change, there appears to be general agreement that OB includes the core topics of motivation, leader behavior and power, interpersonal communication, group structure and processes, learning, attitude development, and perception, change processes, conflict, work design, and work stress.**

## **Features/ Nature of Organizational Behavior**

Organizational behaviour considers all the variables that affect an organization's functioning. It has been developed to understand the behaviour of humans in a socio-psychological framework. It is essential to understand the nature of anything to apply it to our daily lives.

Given below is the nature of organizational behaviour.

* **Separate Study**

Organizational behaviour is a separate field of study instead of a discipline. It means that it is not based on a specific theoretical background. However, it is often misunderstood to be a discipline.

* **Interdisciplinary Approach**

Organizational behaviour is an interdisciplinary behaviour for studying human behaviour in the work environment. Psychology and sociology disciplines help integrate the relevant knowledge while understanding and analyzing organizational behaviour.

* **Applied Science**

Observational behaviour has an applied nature. There is a lot of research done to resolve any conflict in an organization related to human behaviour. The difference that we can find between pure science and observational science is that science focuses on fundamental research, whereas organizational behaviour has a focus on applied research.

* **Normative Science**

We can say that organizational behaviour is a normative science. Therefore, there is a focus on how applied research can be used for socially accepted organization goals.

* **Humanistic Approach**

A humanistic approach is involved as it is a necessity while studying and understanding behaviour. It deals with the fact as to understanding the emotions and feelings of human beings.

## Fundamental Concepts of Organizational Behavior

[Organization Behavior is based on a few fundamental concepts which revolve around the nature of people](https://www.iedunote.com/fundamental-concepts-of-organizational-behavior) and organizations.

* Individual Differences.
* Perception.
* A Whole Person.
* Motivated Behavior.
* The desire for Involvement.
* The value of the Person.
* Human Dignity.
* Organizations are Social Systems.
* Mutuality of Interest.
* Holistic Concept.

Source credit:

Mahek S. *Organizational Behaviour.* <https://www.economicsdiscussion.net/management/organisational-behaviour/31869>

iEdu Note. *Organizational Behaviour: Definition, importance, nature, model. <https://www.iedunote.com/organizational-behavior#1-what-is-organizational-behavior>*

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