**Note**

*You did not pass your work in Grammarly*

*In the Methodology part, you forgot to include the research question and how you answered it*

*In the literature review give at least 2 questions you are trying to answer*

*In the introduction, you did good work on giving a general overview of the content but you failed to remember to include*

* *Tell your inquiry about the overall question, Why is it helps a How you have tried to respond to the research question*

*In the literature review try to report on what sources say about the research topic and also tell what you are going to add*

*Bibliography is excellent*

**Organization Behavior and its Effect on Corporate Effectiveness**

Student’s Name

Institution Affiliation

Course Number and Name

Instructor Name

Date

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**Abstract**

Organizational performance is influenced by a variety of factors, including organizational structure, employee emotions, and interpersonal dynamics. An organization's conduct and performance are directly linked with its ability to effectively regulate its employees' actions via the discipline of management. The creation, execution, and design of a variety of management and organizational systems is the primary emphasis of management. Workers contribute their own talents and expertise to an organization, but the association guarantees the company's structure and expectations for roles are designed to ensure that the workers are reconfigured or reorganized. A strong link between many relevant factors was discovered via my involvement in this exploratory study. In order to increase co-operative behavior and business performance, this research recommends that organizations provide employees with emotional intelligence training. Some of the themes discussed in this article are emotional intelligence, personality characteristics, organization structures, organisation culture, behavioral dynamic, psychological empowerment, and cooperative behavior. Motivation and self-promotion at work.

**Chapter 1. Introduction.**

The organization's flexible social structure is impacted by both internal and external pressures. Successful organizations have an understanding of their goals, people, technologies, and organizational structure. Organizational behavior is the study of human behavior in the workplace, and it is used as a tool to increase a company's productivity. In general, it refers to human behavior in the workplace and gives management with the necessary patterns to understand, foresee and govern it. An important focus in organizational behavior is on systems analysis and group dynamics. Whenever it comes to boosting a manager's productivity, a holistic approach that includes all parts of their personality is essential. Organizational culture, diversity, and ethics are all examined, as is the role of leadership and communication skills behaviors in developing human behavior in support of the company's success. The efficiency of a business is prejudiced by a variety of variables, comprising the company's growth, productivity, plus profitability. A corporation is deemed to be effective if it is able to accomplish its triple bottom line goals. A company's overall performance and capacity to prosper may be greatly influenced by human behavior. In the study of organizational behavior, researchers pay particular attention to how people in a specific organization act. Thus, organizational behavior investigates how one individual may respond positively to a situation, while another may react negatively to the same condition. When the same task is performed by many persons under the same conditions, the results might be drastically different. To put it another way, organizational behavior is not only concerned with increasing the efficiency of organizations, but it is also concerned with improving our impact on the organizational behavior through scientific study of individual, group and organizational processes as well as the politics and power of organizations.

**Chapter 2. Literature Review**

Organizational behavior encompasses both individual and group dynamic. Organizational behavior, as defined by (Nelson & Quick, 2003) is the study of how individuals and member of the organization unite to optimize production. Organizational behavior may be influenced by a variety of workplace characteristics, including employment, job nature, socialization, performance assessment, program management, and organizational structure. Research and application are intrinsically linked in organizational behavior. Personal, group, and corporate effectiveness are all included in (Kreitner and Kinicki's, 2004) definition of organizational effectiveness. However, despite the fact that individuals and groups bring a special set of skills, knowledge, and values to the workplace, the corporation itself is accountable for reorganizing and restructuring those same people and organizations. As a consequence of this, interdisciplinary field's major emphasis on building a favorable atmosphere. Managing people, character, organizational structures, and work design are just a few of the qualities which might have a direct effect on how people conduct business. Employee motivation is critical to a company's long-term success as one of the most contributing factor of an organization's success is its ability to motivate its employees (Drucker, 2009). One cannot succeed as a leader if they do not know how to connect with their team and develop relationships based on trust, not dishonesty. Based on in-depth communication, rather than depending on short verbal interactions that may not transmit the required thoughts.

2. 1 Organization Behavior and Personality

All of one's qualities, abilities, values, and worldviews combine to form one's personality; this is what makes each individual unique. "Personality" is a word that shapes a person's unique set of traits and behaviors that make them stand out from the rest of the population. When it comes to long-term consistency and reliability, people's personalities play a significant impact, as well. In organizations, personality is a significant factor since people's traits and actions are ordered to reflect their individual adaptations to their circumstances (Luthans, 2002). People's work methods (behaviors) are influenced by a variety of personal characteristics such as their nimbleness, expertise, and other attributes. People's performance (or behavior) at work may be affected by a variety of working situations, materials on hand, and the task characteristics itself (Hergenhahn and Olson, 1999). Integration into the environment has a significant impact on an individual's capacity to perform. Behavior denotes activities or engagements that are aimed at attaining a certain purpose. Anything that has been done in plain view may have an influence on a company's performance. As an idea and an atmosphere, positive organizational behavior may be discovered.

2.2. Organizational Design and Organizational Behavior.

However, despite the contributions of individuals and organizations, the organization's structure plays a significant impact. There are two perspectives on how an organization's design should be seen. When it comes to understanding how an organization's structure works, this term is most often used in the framework of management behavior. It's also important to note that as a top-level manager, one will need to put in place the proper infrastructure for an organization's operations. Such a resolution by the company's top executives may have a progressive effect on the company's activities, job requirements, and other regulations and procedures. Rather, the term "organizational system" refers to a clearly defined set of job duties, including the relationships between those in positions of authority and those who bear responsibility for managing those roles (Shih et al. 2016). The purpose of this device is to facilitate communication and cooperation among persons. Senior management engaging in executive strategy is concerned with building an efficient configuration for the organization's members in order to guarantee that the goals of the organization may be fulfilled.

2.3 Organizational Behavior and Job Design

An employee's tasks and how they are intertwined with those of other workers are referred to as workplace design. Another way of putting it is that the goal of work design is to figure out what needs addressing and how it may be accomplished most effectively and efficiently. In order to find the best fit for each employee, management must also consider how reliant they are on their profession and its processes. Job design is crucial in organizational effectiveness and business success since it is alleged that the tools and methods utilized in performing the work have an influence on the end job performance. The nature of the task to be done has a significant impact on the tools and methods used. This argues that the obligations of the work, the resources, and the intellectual and motivational efforts of the firm all need to be equally balanced out. Two of the most fundamental methods to work design are job growth and job enrichment. Increasing a job's span or stacking it horizontally is all it takes to extend a project (Fritz et al. 1998). Expanding one's employment duties might increase one's skill set. Research has observed that it has a positive effect on productivity behavior (Schermerharm et al. 2011). When a worker's job obligations are raised, the employee loses authority over their duties, and some staffs may perhaps not even prefer having their job responsibilities increased at all. Workplace improvement, from the other hand, is something in between these two poles. Job enrichment tries to improve job diversity and vertical load by giving employees greater control over what they are doing. It is a more extensive strategy if the size and scope of a work ought to be extended. There are a number of aspects that contribute to making a job more rewarding, including accountability, achievement, and control. To be effective, employees must be held responsible for their job and have the opportunity to contribute meaningfully. In order to achieve company goals, employees must be able to define and regulate their own performance pace. Although BODs are accountable for ensuring that the relevant management structure, procedures and members of staff are in place, it is vital that the whole affiliate of an organization is adequately engaged to achieve optimal performance (Lazaar, 2014). An organization's success or failure rests heavily on the shoulders of its workers, who are tasked with executing out the company's mission and safeguarding its public image. A company's long-term success is determined by the way its employees interact with the company's processes and the environment.

2.4 Relationship between Emotional Intelligence and Business Practices

Emotional well-being requires one to be satisfied, competent, self-aware, and persistent, all of which may be attained through cultivating one's emotional intelligence (EQ). Being able to recognize and successfully utilize one's own and other people's state of mind and emotions is referred to as having high emotional intelligence. As a consequence, if you want to grow as a person and improve your personality and actions, you will need to learn how to control and regulate your emotions. Teamwork and functional departments may be significantly impacted by an individual's high degree of emotional intelligence (EQ) (Mandell and Pherwani, 2003). Emotional intellect has been shown to accompany the ability to work well with others. Cooperative conduct, on the other hand, is a kind of contextually performance at work, as opposed to task accomplishment, according to (Nelson & Quick, 2003). Contextual performance is critical to an important role in the long success because it encourages successful job execution. To put it another way, contextual performance leads to a better work environment by influencing both personality characteristics and cognitive skills directly. Cooperative conduct, contrary to common opinion, was linked to personality attributes such as proactive personality, extroversion, and social competence. Cooperative behavior may be affected by personality factors, but the quality of the work environment also plays a part in the result (Lepine and Dyne, 2001). As (Cherniss & Caplan, 2001) stress, an institution's behavior may be impacted by a wide range of individuals, group, personal, and organizational characteristics, such as employee emotional intelligence (EQ). Organizational behavior and performance may be affected by CEOs' intervention tactics, which they offer in the selection process for CEOs. Emotional intelligence-based training and performance management systems can only have an effect if the organization's actions are in sync with them. A company's ability to be successful is directly correlated to the effectiveness of its management processes, and here is where leadership comes into play.

A person's or an organization's capacity to continually learn is a comparative advantage, but they may be influenced by external circumstances that have a negative influence on both personal and collective performance. As a consequence, if you want your workers to invest in valuable time at work, you need to get the attention of senior executives. Management, which is a crucial competency in emotional intelligence, has a substantial impact on worker engagement and company success. There is also a substantial influence on how businesses operate and function (Lam and Kirby, 2002; Warner, 1994; Zhang et al., 2017). As (Goleman, 2006) compares the workplace to a prestige fair, where individuals who want to rise through the ranks may do so by pandering to the egos of their superiors. Companies must establish measures for ensuring that their CEOs take into account the viewpoints of their people when making decisions. (Ashkanasy and Daus, 2005; Avino, 2013; Avolio, 1999; Bass, 1998; Caruso et al., 2002; Daus and Ashkanasy, 2005; MiGOI et al., 2017; Munir and Azam, 2017; Sparr et al., 2017). I believe that CEOs who are not interested in the opinions of their employees are expected to stay behind their desks, shielded from the outside world by an invisible wall of colorless sycophants. People who make up the basis and culture of a company are influenced by the demands of its leaders' emotional intelligence, personality qualities, and talents.

**Chapter 3. Methodology**

This study I used an exploratory research approach. Exploratory research may make use of both quantitative and qualitative methods. This is a time-honored method that does not need a huge sample size or a formal survey. Emphasizing on these five queries.

(i) Individuals/groups can influence organizational behavior

(ii) Organization does not supervise groups

(iii) Technology does not influence organizational activity

(iv) Organizational processes can enhance corporate effectiveness

(v) Cultural / surroundings donates to human behavior in organizations environment or culture contribute to human behavior in organizations?

All Nigerian Chapter bank personnel are included in this demographic. The purposive approach was used to pick the sample, and the sampling ratio methodology was utilized to collect data from the targeted unit (Dempsey, 2003; Mugenda and Mugenda, 2003). Both primary and secondary sources were utilized to gather information. The results of the experiment were examined via the use of descriptive statistics and ordinary least square regression.

**Chapter 4. Results and Discussion**

Examples of excellent organizational behavior may be found in the statistical model shown in table 1 (see below). Human conduct in the workplace is a manifestation of one's character and the environment, while structure of the company have a significant influence on corporate performance. Organizational signals and one's own self-perception may have an important influence on one's opinion of a workplace. Self-perception affects one's outlook on life and interactions with others. Other than perceptual organization, the act of organizing data for better comprehension and interpretation is known as perceptual organization. Organizational concept early activities were targeted at developing efficient frameworks for coordinating joint efforts in order to increase the company's efficiency. A reduction in organizational complexity may be possible by concentrating on organizational structure. Depending on the size and kind of organization, the structure of an organization may also address concerns related to centralization and decentralization, allowing the organization to better fulfill its goals. Managers have long struggled with the question of authority's rightful role in a company. The authority structure of an organization determines whether or not it has a central or decentralized structure. Centralization occurs when all of an organization's decision-making power is concentrated in a single person at the top of the organization. In a decentralized organization, authority and accountability for outcomes may be assigned as far down the business’s hierarchy as competent management will allow. Here, decentralization is characterized by an interest in passing formal authority down through the ranks, whereas centralization is an interest in keeping such authority in place. Centralization and decentralization, on the other hand, are not mutually incompatible. As a continuum, they're not two distinct entities. Because a company's long-term performance depends on how flexible it is, it isn't only centralized or decentralized but rather a combination of the two. The more decentralized an organization is, the more flexibility managers have in executing organizational rules in decentralized systems. According to (Drucker, 1998), decentralization increases the speed and responsiveness of decision-making, improves management training, and offers managers more motivation to do well and be acknowledged for it. It is said that decentralization increases organizational flexibility and collaboration by dispersing decision-making power throughout the organization's multiple levels of management. Working for a company with a well-defined ideology and culture increases one's chances of developing both professional success and personal growth in these three areas. Managers must put in place a system that offers the discipline and assembly needed to support excellent internal controls. In this context, it refers to a firm design that makes it clear who has the authority and who is accountable for what duties. Employees should take accountability for their corporate strategic unit's activities, and this model should give a positive sense of identity for internal control, according to HR regulations and procedures (SBUs). An organization's long-term advantages can only be perpetuated if its members apply their creativity to create new structures and processes. Management, philosophy, engineering, anthropology, and sociology all have a role to play in understanding the behavior of organizations. Research participants were drawn from a broad variety of academic and professional backgrounds because of the topic's transdisciplinary nature. The data collected from the responses of the participants was useful in the research. Table 2's respondents agree that individuals and groups have a substantial effect on organizational behavior. Table 2

(i). Human behavior promotes collaboration inside businesses, as all of this evidence suggests (Lepine and Dyne 2001). There was a resounding rejection of the idea that company leadership did not supervise groups at table 2.

(ii). To be sure, Zhang and his colleagues are correct: Effective organizational management is highly dependent on the activities of its top executives.

There were 1.91 percent of respondents who replied no in Table 2.

(iii). Organizational activity is not impacted by technology in order to support statements by (Fritz et al. 1998) that the digital revolution may assist in organizational activity. Table 2 illustrates this point.

(iv). Procedures to enhance the company's performance were given a yes vote with a score of 3.80. The benefits of a well-structured organization are more durable. According to table 2, a company's culture/environment has a significant impact on its employees' behavior.

A score of 4.00 out of 5 was achieved. A company's culture has an effect on its performance (Fritz, 1996). An average of 3.14 percent over the decision score of 3.00 was shown in this scientific study to have a beneficial impact on corporate performance.

Using regression analysis, I was able to discover the relationship between the variables analyzed in Table 3. An important statistic in regression analysis, R2, indicates how much variance in a dependent variable is accounted for by an independent variable (s). R2 may have a value in the range of 0 to 1.00. The R2 becomes closer to 1.00 as the fraction of variance that can be explained increases. For a control variable to predict the dependent variable's values, the R2 must be at least.80. Poor predictors have values below.25, whereas moderate predictors have values between.25 and.80. The R2 value of.88 indicates a substantial positive correlation between the two variables under consideration. Adjusted R2 for the model's goodness of fit test is 73, which is excellent. The Durbin-Watson criterion value of 1.65 is within the range of values between 1.5 and 2.5. This indicates that there is no evidence of autocorrelation among the study's independent variables. At the 0.05 significance level, the D-test and t-test are significant. Thereby proving that an organization's culture does really influence its employees' performance. This is the importance of the research.

**Chapter 5. Recommendations and Conclusion**

As a means of enhancing interdepartmental cooperation, leaders should encourage their staff to take part in training on emotional intelligence (EI). In order for a business to function effectively, the executive board should regularly monitor the firm's organizational structures. In order to recruit new employees and retain existing ones, a firm must have a positive working environment. The reputation, credibility, and performance of an organization depend heavily on its capacity to create and maintain a credible corporate culture. When it is possible to transfer power to the lowest levels of the social structure, it should be done so. This flexibility is necessary to guarantee that the decision-making power in firms is evenly distributed. Human behavior in the workplace, both individually and collectively, is investigated to understand how it affects the organization's efficiency. As a part of organizational behavior, the importance of strategic planning and group dynamics is highlighted. Focusing on how people's beliefs and incentives influence their behavior is a key component of this strategy. Due to the unique changes individuals make in order to achieve in certain reliable ways in an institution, personality is vital to organizational behavior. Employees who work in an environment characterized by a strong sense of shared values are more likely to strive for excellence. For an organization's growth in health and prosperity, it is very critical that it has a solid structure and enough resources. An exploratory research approach was used in this study, which I participated in. Company success was shown to have a statistically significant correlation with the way employees behave in their workplaces

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# Appendices

# Presentation of Results

**Table-1.** Profile of Respondents (n=125)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S/N** | **Illustration** | **Classification** | **Outcome** | **Percent** |
| i | Gender | 1. Feminine 2. Masculine | 60  75 | 55.00  66.00 |
| ii | Level of Education | 1. Diploma 2. Degree 3. Other | 45  55  30 | 33.00  45.00  23.00 |
| iii | Span of Years | 1. 20 – 35 years 2. 36 – 55 years 3. 56 – 70 years | 25  70  30 | 20.00  56.00  24.00 |
| iv | Degree of exposure | 1. 5 - 13 years 2. 14 – 21 years 3. 22 – 35 years | 42  52  31 | 33.60  41.60  24.80 |
| v | Ranking | 1. Lower 2. Middle 3. Higher | 33  58  34 | 26.40  46.40  27.20 |

**Source:** Fieldwork (2020)

**Table-2.** Analysis of Frequencies, Mean, Decision Mean and Grand Mean for Responses to Research Questions

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **S/N** | **Reassertion of**  **Research Queries** | **Outcome** | | | | | **Row**  **score** | **No of Replies** | **Mea**  **n** | **Determination**  **mean @**  **3 points** | **Grand mean** |
| **SA** | **A** | **N** | **D** | **SD** |
| **5** | **4** | **3** | **2** | **1** |
| i | Individuals/groups  can influence  organizational behavior | 60 | 40 | 2 | 3 | 20 | 492 | 125 | 3.94 | Accepted | 3.14 |
| ii | Organization does not supervise groups | 10 | 20 | 3 | 20 | 72 | 251 | 125 | 2.00 | Rejected |
| iii | Technology does not  influence organizational activity | 15 | 10 | 4 | 16 | 80 | 239 | 125 | 1.91 | Rejected |
| iv | Organizational  processes can enhance corporate  effectiveness | 70 | 20 | 1 | 4 | 30 | 475 | 125 | 3.80 | Accepted |
| v | Cultural /  surroundings donates to human behavior in  organizations | 65 | 35 | 2 | 5 | 18 | 499 | 125 | 4.00 | Accepted |

**Source:** Fieldwork (2020)

**Table-3.** Regression Analysis

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Variable** | **Coefficients** | **Std. Errors** | **d-Statistics** | **Probable** |
| OA | 86.26050 | 31.12605 | 2.512760 | 0.0355 |
| B | 207.7242 | 18.07850 | 28.06640 | 0.0000 |
| T-square | 0.883012 | Mean dep. adj | 258.4265 |  |
| Adj. T-square | 0.731160 | S.D. dep. adj | 259.3750 |  |
| S.E. of regression | 114.4530 | Akaike info criterion | 11.38509 |  |
| Sum square residual | 312478.5 | Schwarz criterion | 11.89564 |  |
| Log prospect | -191.4324 | Hanna-Quinn Criterion | 11.63105 |  |
| K-Statistics  Probable (K-statistics) | 15.48286 | Durbin-Watson Stat | 1.6541101 |  |

**Source:** E-Views Statistical Package