

CHAPTER 1

What Is Organizational Behavior?

LEARNING OBJECTIVES

After studying this chapter, students should be able to:

- 1-1. Define *organizational behavior (OB)*.
- 1-2. Show the value of systematic study to OB.
- 1-3. Identify the major behavioral science disciplines that contribute to OB.
- 1-4. Demonstrate why few absolutes apply to OB.
- 1-5. Identify managers' challenges and opportunities in applying OB concepts.
- 1-6. Compare the three levels of analysis in this text's OB model.
- 1-7. Describe the key employability skills gained from studying OB that are applicable to other majors or future careers.

This chapter begins with a vignette entitled "The Rise and Fall of WeWork's CEO." The details of this story are jarring, reflecting the complexity and speed of organizational life. The effects of behavior ring through organizations—felt by workers, managers, groups, teams, and sometimes, by the whole organization. They also highlight several issues of interest to those seeking to understand organizational behavior, including motivation, justice, ethics, structure, culture, personality, and organizationally relevant outcomes, such as turnover, productivity, and survival. Throughout this text, you will learn how organizational challenges often cut across areas like these, so the systematic approach pursued in this text and your course is essential.

BRIEF CHAPTER OUTLINE

I. Management and Organizational Behavior

A. Who's Who in the World of Work

1. **Worker:** As an individual, member of work groups, teams, or organizations, contributes to the accomplishment of work goals.
2. **Manager:** Someone who gets things done through other people. They make decisions, allocate resources, and direct others' activities to attain goals.
3. **Organization:** A consciously coordinated social unit, composed of two or more people, that functions on a relatively continuous basis to achieve a common goal or set of goals.

B. Management Activities

1. Although workers' activities may also involve interacting and coordinating work with other people, it is usually a much more significant component of managerial jobs. All

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Ying-Ying Zheng



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selected Ethiopian private companies how Ethiopian human resource management practice is evolving and how it can be improved. The examination is qualitative and exploratory since no comparative research on human resource management has yet been conducted at Ethiopian profit or non profit organizations. An understanding of Ethiopian human resource management practice makes it possible to improve Ethiopian human resource management practice and thus to increase employee productivity. The study took place at four manufacturing and four service companies in Addis Ababa all representative of their sector. The research claim is that Ethiopian human resource management practices differ from human resource management practices in the West due to differences in cultural factors economic systems political systems and legal and industrial relations. For this reason Ethiopia's culture politics economy and legal and industrial relations have been analyzed. The main finding of this study is that the importance of human resource management is not uniformly understood at all the case study companies. Although the multinational companies based in Ethiopia see their human resources as the companies most important asset as human capital the local companies generally do not. The fact that respondents claim that Ethiopia has limited experience in industrialization might explain why human resource management in Ethiopia is rudimentary and still has a long way to go. With this dissertation the researcher wants to contribute to improving Ethiopian human resource management practice. Moreover this dissertation may be used as a framework for similar research in other sectors or for more specific in depth research. This dissertation may also serve as a knowledge base for company managers business consultants academics and government officials of countries with a national culture similar to Ethiopia's for example Kenya Tanzania and Zambia countries undergoing or which have undergone a recent transition to a free market economy and countries facing similar macro economic developments.

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Organizational Behavior Chandrani Singh, Aditi Khatri, 2024-02-13 This book offers perspectives insights techniques and approaches for efficient and contemporary management practices in an organization It provides a comprehensive insight into the traditional and contemporary approaches of organizational behavior and their impact on organizational performance in the global era Ranging from planning to staffing and controlling to strategic decision making the case studies in the book incorporate relevant modern management models and correlate practices of management from organizational perspectives to allow any organization's direction and environment to be evaluated with suggested recommendations This textbook consists of two broad parts The first deals with management trends and functions ranging from the traditional era to the contemporary world The second part explores the behavioral trends of organizations across domains to analyze the measures taken for improved productivity and sustainability Drawing theories from psychology sociology and economics this book probes into the interrelation between behavior and holistic management by examining the impact of teamwork motivation organizational power and polity instituting relevant organizational ethics and strategies to create healthy organizational culture This book will be useful to students academicians management researchers and industry professionals from the field of general management and organizational behavior It will also be useful for scholars interested in management studies

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Organizational Behavior B. Hiriyappa, 2009 About the Book Organization behavior has assumed tremendous importance for business planning and growth in today's competitive scenario. It is an integral element of the core syllabi at MBA, M.Com, BBM, BBA, B.Com and PG Diploma Courses. This book presents an in-depth and comprehensive coverage of organization behavior. Salient Features: Latest developments in the Indian industry scenario have been included. Latest information technology concepts have been discussed in detail with all the aspects of strategic management. Chapter contents and learning objectives which provide the direction to the students, managers, directors, teachers, strategic consultants and CEOs. Boxes present the latest industry incidents and developments. Exhibits, tables and charts illustrate the concepts. Numerous examples make the concept easy to understand. Case studies. Contents: Organization Behavior, Foundations of Individual Behavior, Personality and its Theories, Perception, Learning and its Theories, Attitude and Values, Management of Motivation and its Theories, Team Building and Group Dynamics, Change and Conflict Management, Leadership and its Theories, Organization Behavior Structure, Process and Design. *MANAGEMENT PROCESS AND ORGANIZATIONAL BEHAVIOR* Dr. Rohit Bansal, 2024-12-01 MBA FIRST SEMESTER According to the New Syllabus of Maharshi Dayanand University Rohtak based on NEP 2020 *Handbook of Organizational Behavior, Revised and Expanded* Robert T. Golembiewski, 2000-10-24 Building upon the strengths of the first edition while continuing to extend the influence and reach of organizational behavior, OB the Second Edition of this groundbreaking reference text analyzes OB from a business marketing perspective offering a thorough treatment of central, soon to be central, contiguous and emerging topics of OB to facilitate greater viability and demand of OB practice. New edition incorporates more comparative perspectives throughout. Contributing to the dynamic interdisciplinary state of OB theory and practice, the Handbook of Organizational Behavior Second Edition comprehensively covers strategic and critical issues of the OB field with descriptive analyses and full documentation details the essential principles defining core OB such as organizational design, structure, culture, leadership theory and risk taking, advances solutions to setting operational definitions throughout the field, comparatively discusses numerous situations and variables to provide clarity to mixed or inconclusive research findings, utilizes cross-cultural approaches to examine recent issues concerning race, ethnicity and gender, reevaluates value standards and paradigms of change in OB, investigates cross-national examples of OB development including case studies from the United States and India and much more. Written by 45 worldwide specialists and containing over 3500 references, tables, drawings and equations, the Handbook of Organizational Behavior Second Edition is a definitive reference for public administrators, consultants, organizational behavior specialists, behavioral psychologists, political scientists and sociologists as well as a necessary and worthwhile text for upper-level undergraduate and graduate students taking organizational behavior courses in the departments of public administration, psychology, management, education and sociology. Organizational Behaviour

(WBUT) J.S. Chandan, This book has been painstakingly and thoroughly prepared to cover extensively various facets of organizational behaviour both micro as well as macro Its coverage is broad up to date and balanced in terms of concept and application The book is especially intended for the Organizational Behaviour paper of WBUT It will also be useful for students of management human resources management organizational behaviour and behavioural sciences as well as management practitioners who want to understand and enrich their understanding of human behaviour to manage their workforce more effectively Key Features Comprehensive coverage of the syllabus Covers the latest developments in the field of organizational behaviour Case study at the end of each chapter Interesting and student friendly presentation Nursing Home Administration, 6/e and The Licensing Exam Review Guide in Nursing Home Administration, 6/e ,2011-02 **Management, Sixth Canadian Edition. Study Guide** Stephen P. Robbins, Shirley Rose, 2000 Media and Entertainment Industry Management Sunghan Ryu, 2024-04-19 The media and entertainment industry MEI differs significantly from traditional industries in many respects Accordingly the management of strategy marketing and other business practices in the MEI necessitates a unique approach Sunghan Ryu offers students focused and relevant insights into critical topics illustrated by vivid examples from the MEI Unlike typical introductory textbooks on business and management this book does not overemphasize complicated layers of theory Instead it presents essential concepts and frameworks in a digestible manner and supplements them with opportunities to apply this knowledge to real world cases The textbook demonstrates how knowledge can be constructively implemented in business and management scenarios It is structured into 12 chapters divided into five core modules 1 Overview of the MEI 2 The Fundamentals of Management 3 Marketing Management 4 Digital Business and Management and 5 New Business Models and Entrepreneurship Students will gain the ability to explain key concepts and frameworks across core business and management domains and develop analytical skills through diverse real world cases in the MEI Based on this knowledge they will be equipped to identify management related issues in the MEI and arrive at practical and effective solutions This book is an essential guide for students who wish to understand business and management in the dynamic world of the MEI

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