

Course: M.Com Part I

Paper II

Topic: Aspects of Organisational Behaviour

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Organisational Behaviour

Organizational Behavior (OB) is the study of human behavior in organizational settings, the interface between human behavior and the organization, and the organization itself.

Organizational Behavior researchers study the behavior of individuals primarily in their organizational roles.

One of the main goals of organizational behavior is to revitalize organizational theory and develop a better conceptualization of organizational life.

As a multidisciplinary field, organizational behavior has been influenced by developments in a number of allied disciplines including sociology, psychology, economics, and engineering as well as by the experience of practitioners.

Features of Organizational Behavior

Organizational Behavior is the study and application of knowledge about how people, individuals, and groups act in organizations. It does this by taking a system approach.

That is, it interprets people-organization relationships in terms of the whole person, the whole group, the whole organization, and the whole social system.

Its purpose is to build better relationships by achieving human objectives, organizational objectives, and social objectives.

Organizational Behavior is:

1. A Separate Field of Study and not a Discipline Only.
2. An Interdisciplinary Approach.
3. Applied Science.
4. Normative Science.
5. A Humanistic and Optimistic Approach.
6. A Total System Approach.

Objectives of Organizational Behavior

The organizations in which people work have an effect on their thoughts, feelings, and actions.

These thoughts, feelings, and actions, in turn, affect the organization itself.

Organizational behavior studies the mechanisms governing these interactions, seeking to identify and foster behaviors conducive to the survival and effectiveness of the organization.

1. Job Satisfaction.
2. Finding the Right People.
3. Organizational Culture.
4. Leadership and Conflict Resolution.
5. Understanding Employees Better.
6. Understand how to Develop Good Leaders.
7. Develop a Good Team.
8. Higher Productivity

Aspects of Organisational Behaviour

In any organisation the area of behavioural and interactive aspects are much concerned with human behaviours. It is a dynamic and multidisciplinary field that seeks knowledge of behaviour in organisational structure by properly studying individual, group and organisational processes.

(i) Organisation behaviour focuses on three levels of analysis- individuals, groups and organisations. In any organisation, people frequently work together in groups and teams. The individual and group both influence the organisation and are influenced by the environment in overall society,

(ii) Organisation behaviour is multidisciplinary in nature. The field of OB is likely to consider a wide variety of approaches. These approaches are based on individual and group oriented,

(iii) Organisation behaviour and its aspects are more relevant to different disciplines. The learning areas are relevant to different disciplines like psychology, groups' dynamics, sociology, organisational culture, anthropology, interpersonal conflicts, political science, management science, etc.,

(iv) Organisational behaviour are applicable in behavioural science. OB refers to seek knowledge and behavioural patterns in organisation. It develops the process and methods of behavioural approaches.