

## Lesson:-16

# EVOLUTION OF ORGANISATIONAL BEHAVIOUR

### **Objectives**

Define organizational behavior.

List the major challenges and opportunities for managers to use OB concepts

Identify the contributions made by major behavioral science disciplines to OB

Explain various approaches to the study of OB.

Identify and Explain the OB model.

## EVOLUTION OF ORGANIZATIONAL BEHAVIOR

### Evolution and nature of Organizational Behavior

Welcome students to your module Organizational Behaviour.

Let us try to understand term organizational behaviour. 'Organizational Behaviour' – It has two words 'organisation' and 'Behaviour'.

Now, what is an organization?

We can define the term **organization** as *two or more individuals who are interacting with each other within a deliberately structured set up and working in an interdependent way to achieve some common objective/s*. Organizations play a major role in our lives. We possibly cannot think of a single moment in our lives when we are not depending on organizations in some form or the other. Right From the public transport that you use to come to your institute, the Institute itself, the class you are attending at this moment, are all examples of organizations.

So Now dear students what is Behaviour? Is it the behaviour of Organisation or the Behaviour of the people who are working in the organisation?

Yes, it is the behaviour of the people working in an organisation to achieve common goals or objectives. Organisation comprises of people with different attitudes, cultures, beliefs, norms and values.

So now,lets understand organizational behavior and what it exactly it means.....

‘Organizational Behaviour’ can be defined as *the study of what people think, feel, and do in and around organizations*. The study of **Organizational Behavior** facilitates the process of **explaining, understanding, predicting, maintaining, and changing employee behavior** in an organizational setting. The value of organizational behavior is that it isolates important aspects of the manager’s job and offers specific perspective on the human side of management :

- people as organizations,
- people as resources,
- people as people.

In other words, it involves the understanding, prediction and control of human behaviour and factors affecting their performance and interaction among the organizational members. And because organizational behavior is concerned specifically with employment – related situations, you should not be surprised to find that it emphasizes behavior as related to concerns such as jobs, work, absenteeism, employment turnover , productivity, human performance and management

### **Nature Of Organizational Behavior (OB)**

Organizational behaviour is an applied behavioural science that is built on contributions from a number of behavioural disciplines such as psychology, sociology, social psychology, anthropology and economics.

So now students lets see how these disciplines are related to organisational behaviour,

- **Psychology.** Psychology is the study of human behavior which tries to identify the characteristics of individuals and provides an understanding why an individual behaves in a particular way. This thus provides us with useful insight into areas such as human motivation, perceptual processes or personality characteristics.
- **Sociology.** Sociology is the study of social behavior, relationships among social groups and societies, and the maintenance of social order. The main focus of attention is on the social system. This helps us to appreciate the functioning of individuals within the organization which is essentially a socio-technical entity.
- **Social psychology.** Social psychology is the study of human behaviour in the context of social situations. This essentially addresses the problem of understanding the typical behavioural patterns to be expected from an individual when he takes part in a group.
- **Anthropology.** Anthropology is the science of mankind and the study of human behaviour as a whole. The main focus of attention is on the cultural system, beliefs, customs, ideas and values within a group or society and the comparison of behaviour among different cultures. In the context of today’s organizational scenario. It is very important to appreciate the differences that

exist among people coming from different cultural backgrounds as people are often found to work with others from the other side of the globe.

- **Economics.** Any organization to survive and sustain must be aware of the economic viability of their effort. This applies even to the non-profit and voluntary organizations as well.
- **Political Science** Although frequently overlooked, the contributions of political scientists are significant to the understand arrangement in organizations. It studies individuals and groups within specific conditions concerning the power dynamics. Important topics under here include structuring Of Conflict, allocation of power and how people manipulate power for individual self-interest etc.

The following figure depicts to highlight the interdisciplinary nature of organizational behaviour.



