

# What Is Organizational Behaviour?

Organizational Behaviour (OB) is the study of how individuals and groups behave within the context of an organization. It examines the interactions and dynamics that influence the performance and effectiveness of organizations and their members.



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# Definition and Scope

Organizational Behaviour (OB) is the interdisciplinary field that examines the complex interactions between individuals, groups, and the organizational systems they operate within. It encompasses a wide range of topics, from employee motivation and leadership to organizational culture and change management.



# Importance of Organizational Behaviour

- Enhances employee **motivation** and **job satisfaction**, leading to improved organizational performance.
- Helps organizations better **understand** and **manage** human behavior for increased **productivity** and **efficiency**.
- Enables organizations to effectively **lead** and **communicate** with employees, fostering a positive **work culture**.



# Interdisciplinary Nature of Organizational Behaviour

Organizational Behaviour (OB) is an interdisciplinary field that draws insights from various disciplines, including psychology, sociology, anthropology, and management science. This diverse approach allows OB to examine complex organizational phenomena from multiple perspectives.





# Levels of Analysis in Organizational Behaviour



# Individual Behaviour in Organizations

## Personality

An individual's unique traits, values, and behavioral tendencies shape how they interact within the organizational context.

## Perception and Attitudes

How employees perceive and interpret events, policies, and workplace dynamics can significantly influence their behavior and job performance.

## Motivation

Understanding what drives and energizes employees is crucial for fostering engagement, job satisfaction, and productivity.

## Learning and Development

Individuals' ability to acquire new skills and knowledge, and apply them in the workplace, impacts their career growth and organizational success.

# Group Behaviour in Organizations



## Team Dynamics

How group members interact, communicate, and navigate interpersonal relationships can significantly impact team performance and cohesion.



## Group Decision Making

The processes by which teams make decisions, resolve conflicts, and arrive at consensus shape organizational outcomes.



## Group Motivation and Morale

The collective energy, enthusiasm, and shared sense of purpose among team members can foster greater engagement and productivity.



## Team Building and Cohesion

Structured activities and interventions can help strengthen interpersonal bonds, improve communication, and enhance group effectiveness.



# Organizational Processes

1

## Decision Making

The processes by which organizations identify problems, generate alternatives, and select the best course of action to achieve their goals.

2

## Communication

The exchange of information, ideas, and feedback within an organization, which shapes coordination, collaboration, and knowledge sharing.

3

## Conflict Resolution

The methods used by organizations to address and manage disagreements, differences, and tensions among employees and teams.





# Organizational Structure and Design

## Hierarchy and Authority

The formal arrangement of reporting relationships and decision-making power within an organization. This impacts communication, coordination, and control.

## Centralization vs. Decentralization

The degree to which decision-making authority is concentrated at the top or distributed throughout the organization. This affects agility and responsiveness.

## Departmentalization

How an organization groups its functions, products, and services into distinct units. This shapes collaboration, resource allocation, and specialization.

## Organizational Design

The process of aligning an organization's structure, systems, and culture to support its strategy and maximize effectiveness.

# Organizational Culture and Change



## Defining Organizational Culture

The shared values, beliefs, and assumptions that shape how employees think, feel, and behave within an organization.



## The Role of Culture

Organizational culture influences employee engagement, decision-making, problem-solving, and the overall work environment.



## Managing Change

Effectively leading organizational change requires addressing cultural factors, communicating a compelling vision, and building employee buy-in.



## Organizational Transformation

Major shifts in strategy, structure, or technology often necessitate a fundamental change in organizational culture to ensure long-term success.