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What are the characteristics of organizational behavior

Organizational Behavior is an applied field of inquiry that encompasses the study of all aspects of behavior in and by formal organizations. It treats as units of analysis everything from individuals acting, feeling and thinking in an organization to groups, larger subunits such as departments or divisions, the organizations as a whole and even populations of organizations and their relationship to larger social structure such as state and society. Organizational Behavior offers a crucial approach in the sense that rather than focusing on the functional or structural aspects of the organization or giving importance to the quantifiable elements. Organizational behavior focuses on the human processes within the organizations. A strategic management approach to effectiveness provides guidelines about how an organization can achieve its important goals, and fit into the external environment well financial management and quantitative techniques such as statistical quality control, project management techniques and operation research help organization achieve high levels of efficiency in their performance. Contingency management focuses on a range of alternative styles, preference, and choice available to managers. The appropriateness of each one of them is determined on the basis of variables of the situation. A field open to an inquiry is open to anyone who wants to examine, explore and understand or even to evaluate and predict. That makes all of us Lay, scientists because all of us have our own theories that describe, explain and prescribe behavior and some of us want to test them, share them and improvise upon them. A scientific theory explains a phenomenon on the basis of a plausible general principle. See also What is Leadership? and Types of Leadership If we understand a theory as an explanation of reality, even when restricted to formal organizations, the organizational behavior faces the tough challenges of being systematic and free of biases, open-minded and enquiring, quantitative through measurements without losing sensitivity to the qualitative dimensions, tolerant to multiplicity of valid explanations and accepting of knowledge emerging from practice. Focus on Behavior Within the Organization While behavioral sciences may focus on any behavior in general, including animal behavior organizational behavior is concerned with human behavior in work setting. Whenever is the type of an organization whenever work happens, the basic OB position is that all of such organization s represents a dynamic interrelation between individuals, groups and the largest elements of the organization? This means that a valid understanding of OB requires not just an individual or group focus and inquiring as to how they behave at work but also the characteristics pattern of organizational actions over time, which reflects that organizational knowledge. The basic value in the study of OB is that an individual is an autonomous entity, with an innate potential to be creative & productive. In contrast to driving human performance, the emphasis is on creativity and the joy of freedom of choice. This difference arises because of the basic assumption that a person, who values autonomy and choice, would also be aware of the responsibility of making appropriate choices. The view highlights the importance of the knowledge that supports the autonomy and choice as well as the continued development and growth of the individual. If everyone has such a potential for development, learning and choice then collective human efforts should be organized in a democratize manner and through goodwill and fairness, so as to nurture, support and facilitate the efforts to relies on the human potential. See also Advantages and Disadvantages of Management by Objectives (MBO) Organizational Behavior accepts groups as a powerful social phenomenon within the organization that strongly affects and gets affected by individuals and organization. In an organization, no individual works in isolation, just as one's family constitutes one's primary social system, the group with whom one works family is one's secondary social system. A working group is generally understood as a collection of people who have individual as well as common work goals and who depend on each other for achieving those goals. Organizational effectiveness as an objective for OB implies a continuous effort to change develops in the context of a dynamic environment. Thus OB assigned special importance to planned change, individual as well as organizational learning and the creation of an organizational culture that supports these. This thrust for change and development has to be organization-wide not in small patches or parts of it. It also has to be comprehensive, that is addressing both the structural as well as process changes. It cannot be a sporadic effort but has to be maintained at a sustained level. Photo by: apkdigital Organisational Behaviour simply is a process of studying and understanding the behaviour of individuals in the organisation. It is a part of management process which aims at improving the performance of organisations through understanding and controlling human behaviour. It is through the organisational behaviour that organisations are able to understand the behaviour of the people working with them. Once they get to know about their peoples, organisations can easily influence and motivating them towards achievement of goals. It helps to improve the relations between the people working in the organisation and increase their efficiency. There are two main factors which are studied under organisation behaviour term: Individual's nature and the organisation's nature. After understanding both the terms properly efforts are made to develop better compatibility between these 2 terms. People, Structure, Technology and Environment are the key elements which are studied under the term Organisational Behaviour. Characteristics of organisational behaviour are discussed below: Integral Part of Management Organisational Behaviour is termed as an important part of the whole management system. It is concerned with understanding the human behaviour of those working with the organisation. The term organisational behaviour uses different theories and concepts which help in understanding human behaviour. Employees are important resources for every organisation and helps in achievement of goals. Their proper management and treatment become an essential requirement for every business. Organisational behaviour helps the organisations in performing this function. Goal-Oriented Organisational Behaviour is goal-oriented and action-oriented field of study. Its main aim is to manage the organisational affairs to achieve the goals of organisation timely. Organisation Behaviour performs several researches and detects problems in the organisation. It mainly analyse the behaviours of individuals working with the organisation. After analysing and detecting problems it take corrective actions and ensure result- yielding actions in organisation. Organisational behaviour has an important role in the achievement of organisational goals. On-going Process Organisation Behaviour is continuous and ongoing concept followed within the organisation. It continuously makes an effort to ensure organisation effectiveness. All activities of the organisation are continuously monitored through organisation behaviour. Organisation environment is analysed from time to time using different theories and researches. Efforts are continuously made to create a supportive environment which enables achievement of organisation goals easily. Multi-Level Analysis There are different level analyses which are performed by organisation behaviour. Organisational Behaviour performs analysis at 3 levels to understand the behaviour: Individual behaviour, group behaviour and organisation behaviour itself. It performs all these analyses systematically to better understand the organisational affairs. It provides rational thinking about these three-level to avoid any misconceptions about behaviour. Organisation behaviour considers these 3 levels important and a complementary term to each other. Branch of Social Science Organisation behaviour uses various concepts of social science in performing various researches required for understanding organisation structure. It is influenced by several social sciences. Sociology, Anthropology and psychology are some of important social science used by organisational behaviour. These disciplines provide organisational behaviour with rich information necessary for performing its function. Both Science and Art Organisation Behaviour is termed as both science and art. It implies performing several researches and collecting data systematically regarding behaviour. The collected information is then used to control and manage problems in the organisation. Collection of all relevant information systematically about human behaviour is termed as science. Application of collected behavioural knowledge and skills in the organisation is known as art. However, organisation behaviour cannot predict the exact behaviour of peoples of organisation and therefore it cannot be termed as an exact science. In many situations, incomplete information is only used to perform actions by managers. Normative Science Organisational Behaviour is a normative science too. It is not only concerned with finding and defining the cause and effect relations of organisational situations. It also finds out mean that is best and accepted by all out of its researches to ensure organisational results. It explains how the collected behavioural knowledge will used to get organisational results. Finding out what will be accepted by the society is done by a normative science but not by positive science. Beneficial for Organisation and Individuals Organisational Behaviour is a term which is beneficial for both organisation and peoples working within the organisation. It creates good interpersonal relations among employer and employees in the organisation. Employers get full detailed information about their employees working with them. This information helps in better understanding of the behaviour of peoples working with organisation. Employees to get better treatment from their employers and they feel satisfied. This eventually reduces all conflicts within organisation and results in better interpersonal relations.

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