



UNIT-2

ORGANISATIONAL BEHAVIOUR

Organisational Behavior-An Introduction:

Organizational Behavior (OB) is a multifaceted field that delves into the intricacies of how individuals, groups, and structures interact within an organization. It encompasses a broad range of concepts, including individual behavior, group dynamics, organizational structure, culture, leadership, and power dynamics.

Individual behavior examines the various factors that influence how people within an organization think, feel, and act, such as personality, attitudes, motivation, and perception. Group behavior focuses on how individuals interact and collaborate within teams, addressing communication patterns, decision-making processes, and conflict resolution strategies.

Organizational structure refers to the framework of roles, relationships, and responsibilities within an organization, while organizational culture encompasses shared values, beliefs, and norms that shape employee behavior and decision-making. Leadership and power dynamics explore the influence exerted by individuals in managerial positions and how they navigate authority and influence within the organization.

Various theories have been developed to explain and guide organizational behavior, including classical management theory, human relations theory, contingency theory, and systems theory. These theories provide insights into effective management practices, emphasizing the importance of adapting strategies to fit the unique circumstances of each organization.

Understanding and managing organizational behavior effectively is crucial for enhancing performance, fostering effective leadership, resolving conflicts, adapting to change, and promoting employee well-being. By applying theories and concepts from OB, organizations can create positive work environments, improve collaboration and teamwork, and achieve sustainable success in today's dynamic business landscape.