



UNIT-2

Organisational Behavior

Framework of Organizational Behavior:

The framework of Organizational Behavior consists of inputs, processes, and outcomes. Inputs encompass individual characteristics, group dynamics, and organizational structures and cultures. These inputs influence the processes within the organization, including interactions, behaviors, and decision-making. The processes, in turn, lead to various outcomes at the individual, group, and organizational levels. Individual outcomes may include job satisfaction, motivation, and performance, while group outcomes may involve team cohesion and collaboration. Organizational outcomes encompass factors such as effectiveness, efficiency, and adaptability. By analyzing the interactions between inputs, processes, and outcomes, OB provides a framework for understanding and managing organizational behavior effectively.

Inputs:

Individual Characteristics: Inputs at the individual level include factors such as personality traits, attitudes, values, perception, motivation, and learning styles. These individual characteristics influence how employees behave and interact within the organization.

Group Dynamics: Inputs related to group dynamics encompass team composition, communication patterns, leadership styles, decision-making processes, and conflict resolution strategies. Group dynamics shape the functioning and effectiveness of teams within the organization.

Organizational Structures and Cultures: Inputs at the organizational level involve aspects such as the formal arrangement of roles and responsibilities (organizational structure) and the shared values, beliefs, norms, and practices (organizational culture) that define the organization's identity and guide behavior.

Processes:

Interactions: Processes within the organization involve the interactions between individuals, groups, and organizational units. This includes communication, collaboration, coordination, and conflict resolution among employees.

Behaviors: Processes also encompass the observable behaviors exhibited by individuals and groups within the organization. These behaviors may include task performance, teamwork, leadership, decision-making, and problem-solving.



Decision-Making: Processes related to decision-making involve the identification of problems, generation of alternatives, evaluation of options, and selection of the best course of action. Decision-making processes may occur at various levels within the organization, from individual to group to organizational levels.

Outcomes:

Individual Outcomes: Outcomes at the individual level include factors such as job satisfaction, motivation, job performance, organizational commitment, and well-being. Individual outcomes reflect the extent to which employees are engaged, satisfied, and fulfilled in their roles within the organization.

Group Outcomes: Outcomes related to groups and teams may include team cohesion, collaboration, synergy, and performance. Group outcomes measure the effectiveness of teamwork and collective efforts in achieving shared goals and objectives.

Organizational Outcomes: Outcomes at the organizational level encompass factors such as effectiveness, efficiency, innovation, adaptability, and sustainability. Organizational outcomes reflect the overall performance and competitiveness of the organization in achieving its mission and strategic objectives.