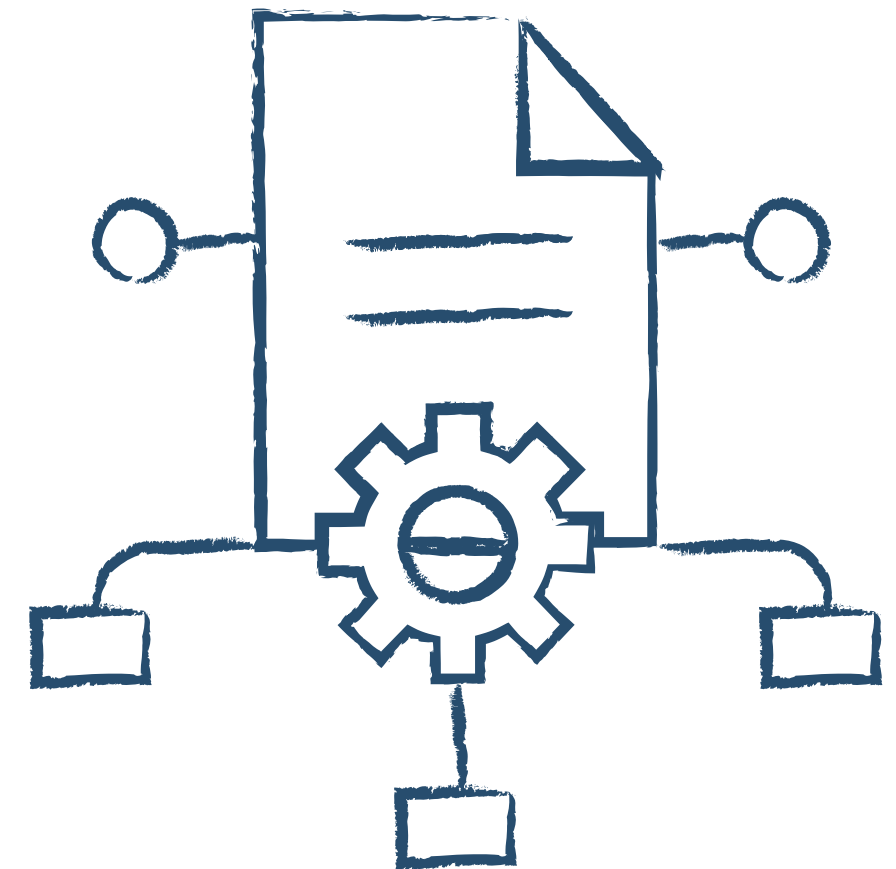


**23BBT601 - MANAGEMENT PRINCIPLES &
ORGANIZATIONAL BEHAVIOUR**

ORGANISATIONAL BEHAVIOUR FRAMEWORK

Introduction

- OB Framework provides a structured way to study human behaviour in organisations.
- Explains how individual, group, and organisational factors interact.
- Helps managers predict and influence behaviour effectively.



Purpose of OB Framework

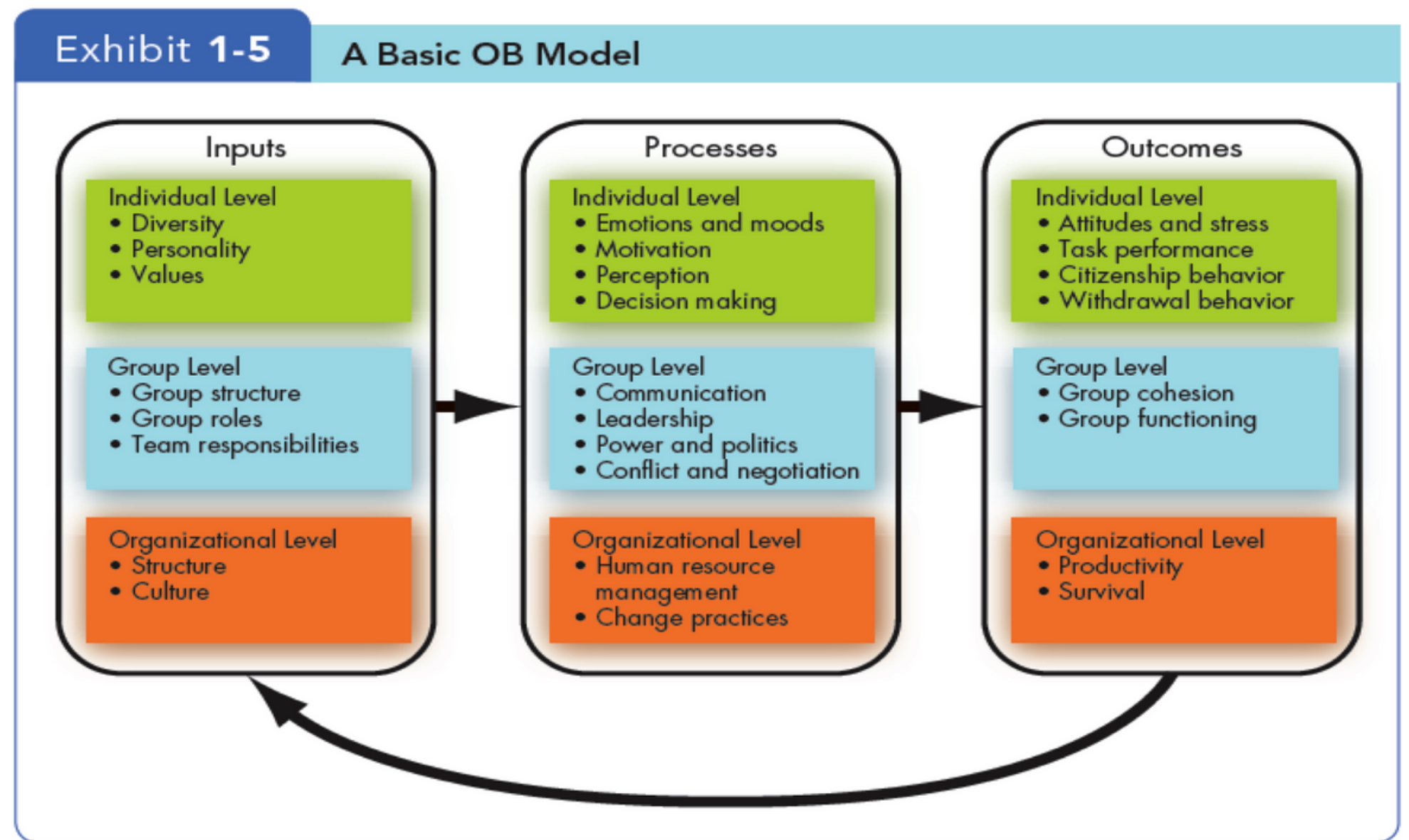
- Why organisations use OB frameworks
- How it supports managers, HR, and leaders
- Real-life example (e.g., Google or Infosys using behaviour models to improve teamwork)

Components of OB Framework

- Input Variables
- Process Variables
- Output Variables

Components of OB Framework

Input drives Process, leading to Output.

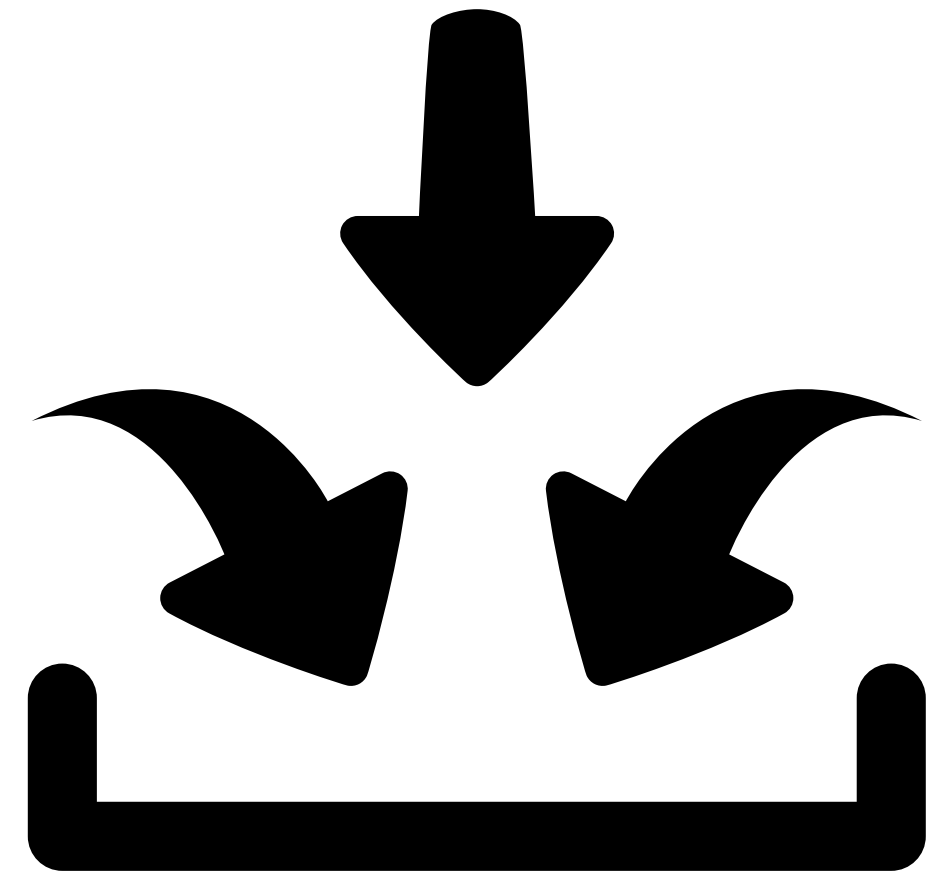


1. Input Variables

Factors that form the base for behaviour in organisations.

Includes:

- Individual Factors – personality, attitude, values, perception
- Group Factors – team structure, leadership, communication
- Organisational Factors – culture, design, policies, technology

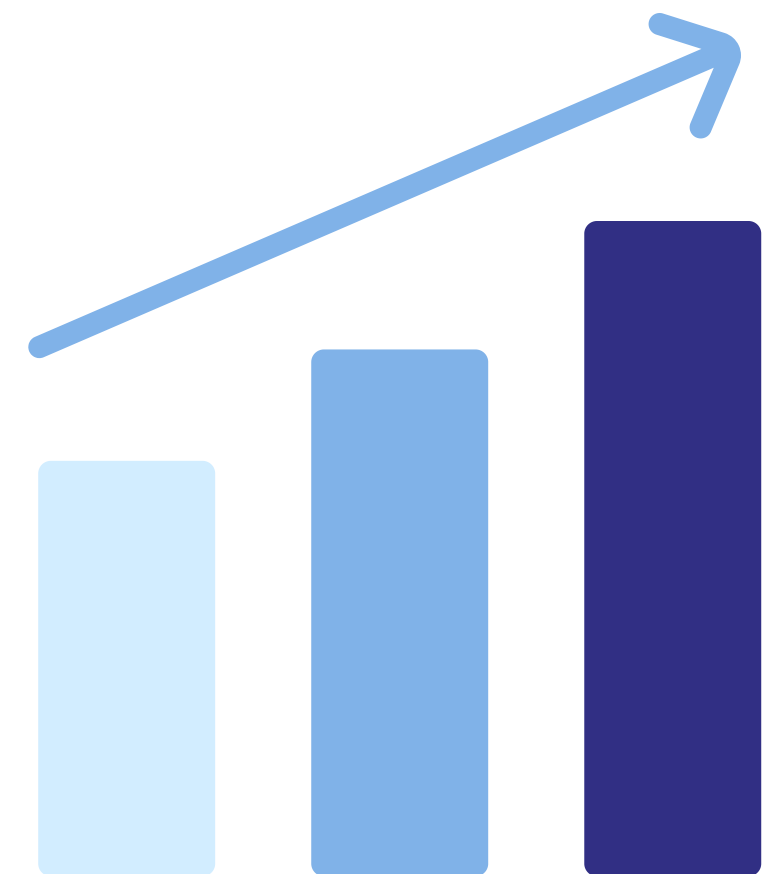


Example: Input in Action

Example:

- Individual factor: A motivated employee (attitude, values)
- Group factor: Strong leadership, open communication
- Organisational factor: Supportive culture

Together, these shape behaviour and performance.

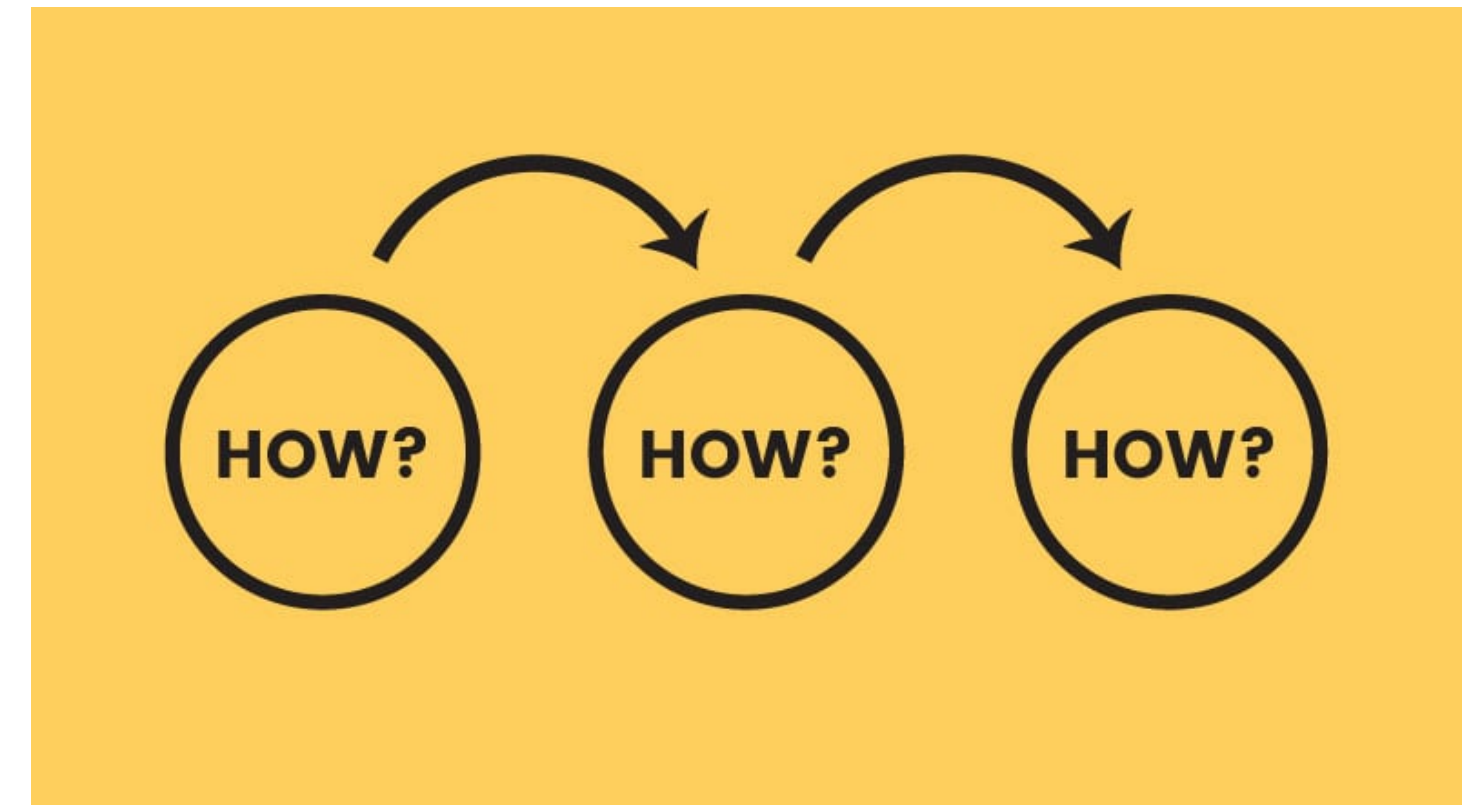


2. Process Variables

These describe how behaviour occurs within the organisation.

Includes:

- Motivation
- Learning
- Decision-making
- Leadership
- Communication
- Group dynamics
- Conflict management



Deep Dive: Motivation & Communication

- Motivation – drives effort and goal achievement.
- Communication – ensures clarity and teamwork.

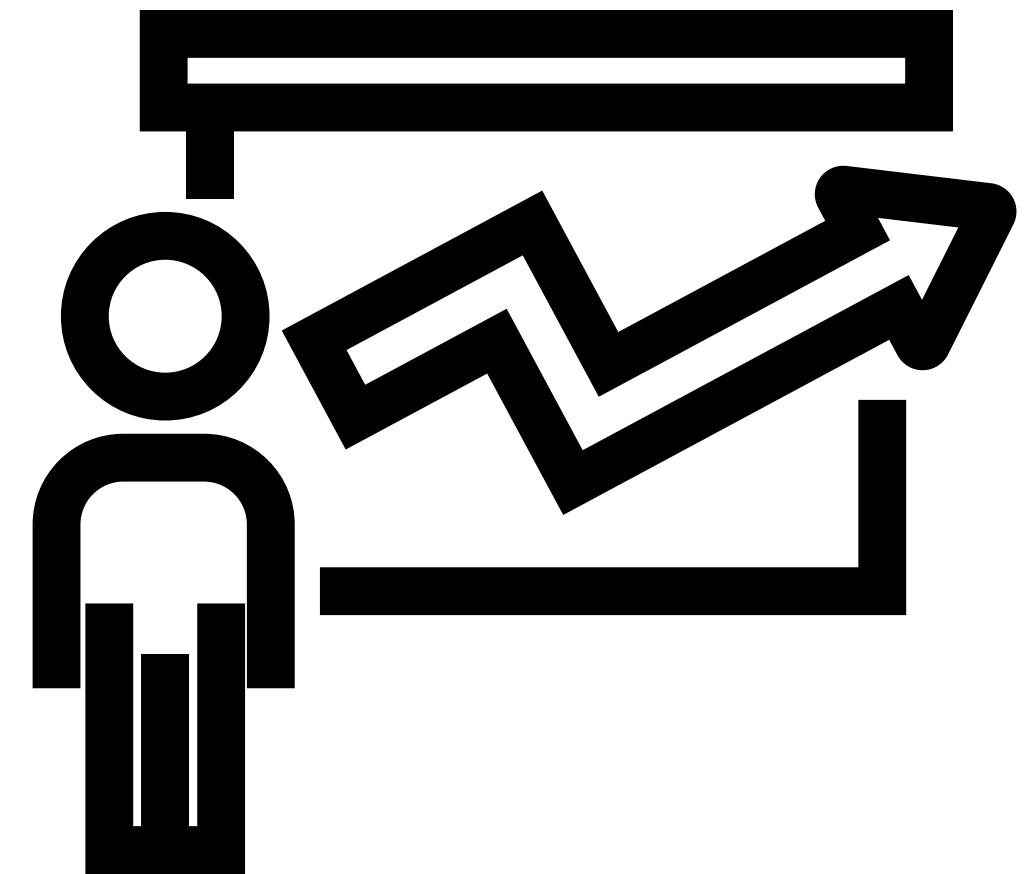


3. Output Variables

Represent the results or outcomes of behaviour.

Includes:

- Job performance
- Job satisfaction
- Organisational commitment
- Absenteeism
- Turnover
- Organisational effectiveness



Measuring Output Variables

How organisations measure results:

- Job satisfaction → surveys
- Performance → KPIs
- Commitment → retention rate

OB Framework Overview

Elements	Description	Examples
Input	Base conditions influencing behaviour	Personality, culture, structure
Process	Mechanisms of interaction	Motivation, communication
Output	Results of behaviour	Productivity, satisfaction

Levels of Analysis in OB Framework

- Individual Level – Understanding personal traits and motivation.
- Group Level – Examining teamwork, leadership, and communication.
- Organisational Level – Studying culture, structure, and systems.



Interaction Among Levels

- Individual behaviour affects group outcomes.
- Group performance influences organisational results.
- Organisational culture shapes both individual and group behaviour.



Importance of OB Framework

- Provides a systematic view of behaviour in the workplace.
- Helps managers design strategies for motivation and leadership.
- Improves understanding of causes and effects of behaviour.
- Assists in decision-making and organisational development.

