

Lecture 1

What is organisational behaviour?

- A field of study that investigates the impact that individuals, groups and structure have on behaviour within organisations, for the purpose of applying such knowledge toward improving an organisation's effectiveness.

Institution and systematic study

- Intuition
 - Gut feeling
 - Individual observation
 - Common sense
- Systematic study
 - Looks at relationships
 - Scientific evidence
 - Predicts behaviours

Evidence-Based management (EBM)

- Basing managerial decisions on the best available scientific evidence
- Must think like scientists
 - Pose a managerial question
 - Search for best available evidence
 - Apply relevant information to case
- Is it successful? There were a few studies. Some groups believed that EBM worked; the manager walked around, talked to the employees, asked for the problems, then tried to address these issues. On the other hand, another group found that it was worse; they felt judged and uncomfortable. Perhaps due to the managers not following up on issues.
- It is more complex than we originally thought.

Challenges for managers

- The trick is to know when to go with your gut - Jack Welsh
- Intuition is often based on inaccurate information
- Fads and fashions are common in management
- Systematic study can be time consuming
 - Use evidence as much as possible to inform your intuition and experience.

Contributing disciplines

- Many behavioural sciences have contributed to the development of organisational behaviour
 - Psychology, sociology, anthropology, social psychology.

Example: Contributions of Psychology

- Milgram experiment
 - Stanley Milgram conducted a series of social psychology experiments at Yale University in 1961
 - Occurred following the trials of guards responsible for atrocities following the Holocaust
 - Sought to understand the dynamics of power, influence and obedience

Organisation Behaviour Study Guide

R. Currier



Organisation Behaviour Study Guide:

Organizational Behavior Baack,1998-01-01 *Business Basics* ,1997 *Organizational Behavior* C. Edward Cavert,1979-03-01 **Organizational Behavior II** Timea Havar,Daniel Simonovich,2012-05-25 Organizational Behavior OB is the one management discipline dedicated to understanding human behavior and psychology in organizations This two book set uniquely distills practical concepts into a self study format with numerous exercises and self application assignments CONTENT IN THIS BOOK Organizational views Strategic Structural Political Cultural Change management Change and resistance Empowerment Coaching Selected concepts Delegation Mentoring Diversity **Organizational Behavior R.** Currier,1994-08 **Organizational Behaviour** Ray French,2011 This new edition builds on the strengths and successes of the first edition and has been fully updated to reflect changes in the world of work following the global financial crisis The authors combine a managerial approach focusing on practical real world applications with a rigorous critical perspective that analyses the research behind the theories The text addresses alternative theoretical perspectives in parallel to the introduction of new worldwide cases and examples New pedagogical features such as the Ethical Dilemma and Critical Thinking boxes reinforce the critical approach The concise coverage of the core topics can be applied to both one semester and year long teaching and learning patterns *Organisation Behaviour* D. Mortimer,198? **Intro to Organizational Behavior** Giacalone,1991-01-01 *Organizational Behavior I* Timea Havar,Daniel Simonovich,2012 **Study Guide for Nelson/Quick's Organizational Behavior** Debra L. Nelson,James Campbell Quick,2005-01-01 The Study Guide for the HR Knowledge Exams Bob Delaney, Adv. Dpl., BA (Econ.), PME,Ian Turnbull, BA, MBA,2022-11-17 THE Study Guide for the CHRP and CHRL exams in Ontario With 20 years of HR exam prep experience we have helped over 20 000 HR Professionals get certified We are Canada s original supplier of HR study guides specifically designed for the Ontario HR Certification Exams Our Study Guide has been reviewed and approved by numerous recognized Ontario institutions **Organizational Behavior DANTES/DSST Test Study Guide - PassYourClass** PassYourClass,2011-03-01 Our DANTES study guides are different The Organizational Behavior DANTES DSST study guide TEACHES you everything that you need to know to pass the DSST test This study guide is more than just pages of sample test questions Our easy to understand study guide will TEACH you the information We ve condensed what you need to know into a manageable book one that will leave you completely prepared to tackle the test This study guide includes sample test questions that will test your knowledge AND teach you new material Your Organizational Behavior study guide also includes flashcards Use these to memorize key concepts and terms Anyone can take and pass a DANTES test What are you waiting for **A Study Guide for Byrony Lavery's "Frozen"** Gale, Cengage Learning,2016 A Study Guide for Byrony Lavery s Frozen excerpted from Gale s acclaimed Drama For Students This concise study guide includes plot summary character analysis author biography study questions historical context suggestions for further reading and much more For any literature project trust Drama For Students for all

of your research needs *Essential Guide to Qualitative Methods in Organizational Research* Catherine Cassell, Gillian Symon, 2004-04-28 *Essential Guide to Qualitative Methods in Organizational Research* is an excellent resource for students and researchers in the areas of organization studies management research and organizational psychology bringing together in one volume the range of methods available for undertaking qualitative data collection and analysis The volume includes 30 chapters each focusing on a specific technique The chapters cover traditional research methods analysis techniques and interventions as well as the latest developments in the field Each chapter reviews how the method has been used in organizational research discusses the advantages and disadvantages of using the method and presents a case study example of the method in use A list of further reading is supplied for those requiring additional information about a given method The comprehensive and accessible nature of this collection will make it an essential and lasting handbook for researchers and students studying organizations *Study Guide for Organizational Behavior* Peter Richardson, Moorhead, 1989

Organizational Behavior Daft, Amit Shah, 2000-09-01 To accomplish your course goals use this study guide to enhance your understanding of the text content and to be better prepared for quizzes and tests This convenient manual helps you assimilate and master the information encountered in the text through the use of practice exercises and applications comprehensive review tools and additional helpful resources **CGMA Exam - Case Study Guide** AICPA, 2017-05-15 The CGMA Exam Case Study Guide is designed to provide you with an understanding of the CGMA exam It provides an overview of the key requirements to prepare for the CGMA case study examination and will provide you with proven study techniques The book leverages the practice exam available online for all exam candidates It provides guidance illustrations and tools to analyze the pre seen material for the exam to prepare as well as a detailed walk through of the actual exam scenarios and tasks and offers sample solutions and comments Practical hints and realistic tips are given throughout the book making it easy for you to apply what you ve learned in this text to your actual case study exam It covers the building blocks of successful learning and examination techniques and shows you how to earn all the marks you deserve as well as explaining how to avoid the most common pitfalls *Organisational Behaviour (OB): Made Simple* Dr. Mukul Burghate I Dr. Ninad Gawande , Why do people behave the way they do What causes different people to react differently to the same situation Why are some Organisations more successful than others even though they appear to be managed in the same manner All of these questions and more are the substance of what organisational behaviour is all about Organisational behaviour OB is the systematic study of the actions and attitudes that people exhibit within organisations It is individual behaviour and group dynamics in organisations The study of organisational behaviour is primarily concerned with the psychosocial interpersonal and behavioural dynamics in organisations However organisational variables that affect human behaviour at work are also relevant to the study of organisational behaviour It is in this context a textbook on introduction to the subject of Organizational behavior is presented to the students of Management program The book contains the syllabus from basics of

the subjects going into the intricacies of the subjects All the concepts have been explained with relevant examples and diagrams to make it interesting for the readers An attempt is made here by the experts to assist the students by way of providing case based study material as per the curriculum with non commercial considerations However it is implicit that these are exam oriented Study Material and students are advised to attend regular class room classes in the Institute and utilize reference books available in the library for In depth knowledge We owe to many websites and their free contents we would like to specially acknowledge contents of website www.wikipedia.com and various authors whose writings formed the basis for this book We acknowledge our thanks to them At the end we would like to say that there is always a room for improvement in whatever we do We would appreciate any suggestions regarding this study material from the readers so that the contents can be made more interesting and meaningful Readers can email their queries and doubts to our authors on tmcnagpur@gmail.com We shall be glad to help you immediately Authors Dr Mukul Burghate and Dr Ninad Gawande

Organisational Behaviour Jack Maxwell Wood, Rachid M. Zeffane, Michele Fromholtz, Retha Wiesner, Rachel R. Morrison, Aharon Factor, Tui McKeown, John R. Schermerhorn, Jr., James G. Hunt, Richard N. Osborn, 2015-08-31
Organisational Behaviour Core Concepts and Applications Fourth Australasian edition is the ideal resource for a one semester Organisational Behaviour course Fourteen concise relevant and tightly focused chapters presented in a highly visual manner are designed to engage rather than overwhelm students Numerous case studies and real world examples throughout the text examine how organisations in the Australian New Zealand and Asian region are responding to contemporary business issues such as sustainable business practices and ethical considerations the gender pay gap employee stress and work life balance workforce flexibility and casualisation gen Y and the ageing workforce skills shortages globalisation telecommuting outsourcing diversity in the workplace and managing cross cultural teams the 24 7 nature of contemporary communication technology including social media Complemented by the latest research in the field this text provides a thorough analysis of contemporary organisational behaviour

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