

Organizational Behavior Role in the Organization Performance

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Introduction

Organizational behavior can be viewed as the way in which individuals, groups and the structure affect (and are affected) by the behavior within an organization. The organizational behavior plays a pivotal role in determining the performance of an organization. A clear understanding of the concept of organizational behavior can significantly affect the productivity of an organization.

A good understanding of organizational behavior within an organization can significantly help in reducing problems like absenteeism, employee turnover hence improving productivity, and increasing employee job satisfaction. Robbins and Judge (2010) observed that motivation have a great impact in developing employees' moods and emotions, which may determine their performance in various areas within an organization.

Discussion

The ability to recognize one's perspective or mental framework is itself a fundamental leadership dynamic. This understanding is very important in an organization as it helps in improving the overall productivity levels.

As an employee, one of the major recounting issues I face in an organization is absenteeism. This problem is very prevalent in our organization, which has a large number of employees. As a result, the company has lost a significant amount of resources through absenteeism. This behavior has been prevalent in our organization, a situation that has resulted in much efficiency in the organization.

There are several ways through which this problem can be overcome. One of the most effective ways is by integrating effective organizational behavior aspects in the organization's operations. This can help in promoting positive behavior among the employees by increasing the overall performance.

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