

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

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