



Organizational Behavior Forces Discussion Paper

In this paper Learning Team B compares and contrasts the different organizations of each of its team members. The team is made up of six students, each of which is employed by a different organization. It was with a collaborative effort that this group was able to discuss and analyze these organizations.

The individual companies and business environments that were addressed in the learning team discussions include: a correctional facility, a variety of organizations that provide some form of health care or medical service, a retail store, an insurance company, and one member of Team B is employed at home as a homemaker/student. Team B participated in discussions and analyzed the organizational behaviors of each organization within their group. The purpose of this paper is to provide that analysis that describes some of the internal and external forces that have an impact on organizational behaviors.

Team B intends to present an explanation summarizing the findings of the Learning Team discussions. The paper includes an analysis of the following internal and external forces:

- Restructuring
- Organizational Mission
- Competition Economy
- Customer Demands

The following are personal descriptions of internal and external forces that impact organizational behavior within the organizations of each individual member of Learning Team B. Restructuring Restructuring, or rearranging, of an organization can turn a company upside- down and leave employees in a state of shock.

This particular external force can have a huge impact on the organizational behaviors of any organization from a medical clinic to a correctional facility. It is customary for a company under restructure to use layoffs or reduce full-time positions to part-time to decrease the costs of employment. Another possible change made by a company trying to survive after downsizing could be to obtain lower employee wages. This could be done by moving the business to a facility in another state or country. For any number of reasons, a company may choose to move only part of its organization during the restructure.

For example, a business' medical records department holds confidential information regarding its employees. With this in mind, the restructuring team may want to select an outside source to perform medical records services during the restructure. This will ensure the confidentiality of its employees and safeguard their personal information. Understanding organizational behaviors brought on by internal and external forces is important for everyone involved whether it is an insurance company, a retail store, or a home health care agency.

There is little known about the safety and health risks to workers who face or survive episodes of downsizing, or the effects of downsizing and outsourcing on the capacity of organizations to provide occupational health services and programs for workers. Therefore, it is

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Joacim Rocklöv



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Organizational Behavior Wm. B. Zachary, Loren W. Kuzuhara, 2005 *Organizational Behavior Integrated Models and Applications* directly addresses many of the current trends in the market and approaches OB from a non traditional perspective Rather than trying to cover the broad spectrum of OB topics found in a survey text a carefully selected list of topics is dealt with in greater detail Particular emphasis is placed on application of these topics in real world settings This text has been specifically designed for use in an Organizational Behavior course in which the instructor makes a conscious choice to place major emphasis on the four higher levels of learning in Bloom's taxonomy

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Handbook of Research on Management Ideas and Panaceas Anders Örtengren, 2015-12-18 Over time management ideas and panaceas have been presented alternately as quick fix cures for all corporate ills and the emperor's new clothes beset by flaws and problems This Handbook provides a different approach suggesting that management ideas and panaceas should not be either adopted or rejected outright but gives guidance in the art of assessing and applying management ideas and panaceas to various situations and contexts The contributors discuss the ways in which researchers organizational actors and higher educational institutions HEIs can more wisely test the relevance of management ideas and panaceas and adapt these to fit organizations in various contexts They conclude that in

order to accomplish wiser relevance testing and adaptation there is a need for diversity critical examination and transparency All students scholars and researchers in management and organization with an interest in the adaptation and translation of management ideas and panaceas will find this book to be of interest Reflective practitioners will find the focus on context illuminating and helpful

Understanding Startups From Idea to Market Yenchun Jim Wu, Chih-Hung Yuan, Mu-Yen Chen, 2022-04-08

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Handbook of Organizational and Managerial Innovation Tyrone Pitsis, 2013-01-01 The Handbook of Organizational and Managerial Innovation places humans their acts practices processes and fantasies at the core of innovation Bringing together some of the world's leading thinkers academics and professionals both established and emerging this multidisciplinary book provides a comprehensive picture of the vibrant and engaging field of organizational and managerial innovation The contributors present organizational and managerial innovation as a complex concept underpinned by varied ontological and epistemological traditions and disciplines They reveal that it is something that exists and occurs at multiple levels of analysis and from multiple zones of experience the experience of managers workers psychologists philosophers and economists This innovative and engaging Handbook will be an essential resource for researchers practitioners and students alike with an interest in the role of innovation in organizations

Organizational Behavior Joseph E. Champoux, 2020-04-08 The new edition of this essential resource in organizational behavior provides a balanced framework to understand the impact of increasing dynamism and complexity the importance of collaboration and the implications for organizational strategy Covering both psychological and sociological perspectives on organizational behavior this clearly written and presented textbook offers a comprehensive review of classic organizational behavior theories and approaches illustrated with updated case studies The sixth edition includes new material on ethical considerations international contexts with renewed attention to Africa and Asia environmental pressures and responses groups and intergroup processes and the vital importance of building change readiness in any organization Upper level business and technology students as well as professionals in executive education courses will find the book a useful guide to all facets of organizational behavior A companion website featuring an instructor manual test bank and PowerPoint slides provides additional support for students and instructors

The Routledge Companion to Creativity Tudor Rickards, Mark A. Runco, Susan Moger, 2008-11-19 Creativity can be as difficult to define as it is to achieve This is a complex and compelling area of study and this volume is perfectly poised to explore how creativity can be better understood and used in a range of contexts The book not only centres on creativity in wider organizational theory but also defines the conditions in which creativity can flourish and assesses how the contemporary business environment has an impact on creative solutions The volume grounds the concept of creativity in a sound theoretical framework and explores issues of practical and theoretical

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