

tremendously while organisational commitment and citizenship behaviours are increased (Andrews et al., 2010; Gregory et al., 2010). Gregory et al. (2010) further suggests that people are normally attracted to look out for job opportunities in organisations having high considerations of the fit between person-organisation. Arguably, studies of organisational management explore these concerns, which are specialised to concentrate on the fit between cross-cultural management and person-environment fit. At the heart of the studies is the need to come up with managerial approaches, which curtail incidences of conflict between an organisational cultures and individual cultural preferences of the employees. Conflicts of organisational and cross cultures of employees are particularly significant in the globalisation age in which global organisations cannot avoid employing people from diverse cultural backgrounds.

Organisational behaviour

Organisational behaviour is aimed at providing explanations of the complex functions of organisation coupled with making predictions of outcomes of changes that underlay organisational dynamics. Organisational behaviour can be modelled in a variety of ways, which are collectively termed as organisational behaviour philosophies (Davis 2000). Such areas entangle raising job satisfaction, improvement of performance, promotion of innovation, and encouragement of leadership as the key drivers to organisational success. To achieve these concerns of organisation behaviour, leaders and managers of organisations use different tactics among them being re-organisation of groups, modification of structures of compensation and alteration of the manner in which organisational performance is evaluated.

The management arm of an organisation determines the direction taken by the entire organisation. In the determination of the appropriate direction, employee satisfaction emerges as a central issue that managers have to address (Boon & Den Hartog, 2011). Arguably, employees will be more satisfied if the organisation they work for meets their needs starting from the most basic psychological needs going upwards as Maslow discussed them in his hierarchy of needs. This effort makes sure that organisational behaviour aspect of enhancing job satisfaction is rested on the platforms of good person-organisational fit by noting Chatman's (2001) argument that organisations are established not only to serve the interests of their owners but also as an obligation to persons they employ. Therefore, if people have some emerging needs, the principles of operation of the organisation, which are often spelt out in the organisational behaviour philosophies, should respond to the needs in the effort to maintain positive fit with employees. In this line of thought, it is imperative to note that a poor fit between an organisation and its employees gives rise to conflicts of interest thus creating situations in which people tend to resist performing the demands placed on them by the organisation. For this reason, human resource management is established

Organisational Behaviour Sample Paper

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