

MODELS OF ORGANIZATIONAL BEHAVIOR

LO 1 MEANING AND IMPORTANCE OF OB

- Explain key elements of organizational behavior

LO 2 DISCUSS MODELS OF OB

- Discuss Theories of management - X,Y,Z
- Compare and contrast models of OB - autocratic, custodial, supportive, collegial and system

OB SYSTEMS

All organizations achieve goals by creating, communicating and operating a system. (Newstrom 27) Some systems are consciously created and regularly looked at and updated. The purpose of these systems is to help managers shift everything in the organization – people, technology, structure and environment - to get results, or outcomes for the organization.

THREE CRITERIA

Progressive Organizations **measure** their **results** or **outcomes** by three criteria

PERFORMANCE

Product and services quality and quantity, level of customer service

EMPLOYEE SATISFACTION

May be measured by - lower absenteeism, tardiness or turnover

PERSONAL GROWTH AND DEVELOPMENT

Employees gain lifelong knowledge and skills leading to continued employability and career advancement.

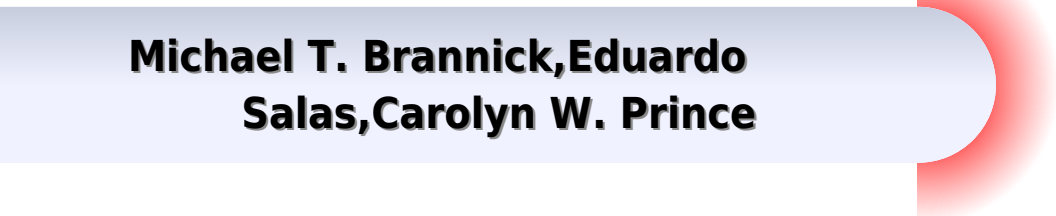


FIGURE 1 THREE CRITERIA TO MEASURE OUTCOMES OF OB SYSTEMS

A system comes out of the beliefs and intentions of those who create it - owners - and from the managers who run it. The model that an organization

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Salas, Carolyn W. Prince**



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