



ORGANIZATIONAL BEHAVIOUR

A way to understand one's organization

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ASST.PROF.
SET

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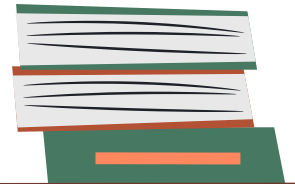
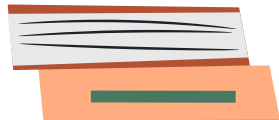
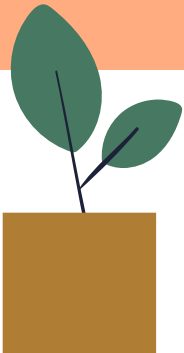
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INTRODUCTION

- **As we know that all organizations are run by people.**
- **People Are an Organization's Most Important Assets.**
- **Behavior, Thoughts, Attitude, Perception, Thinking and lot of things are different.**



INTRODUCTION



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ORGANISATION

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BEHAVIOUR

= ORGANISATION BEHAVIOUR



ORGANISATION

- Organization is a group of people who collected together towards a common goal and objective.
- Organization provides goods and services with the help of manpower.
- Organization creates value.

BEHAVIOR

- Behavior of every individual is different and it represents how you respond in a particular situation.



ORGANISATION BEHAVIOR

- OB is concerned with the study of human behavior at work.
- It is the study and application of knowledge about how people as individuals and as a group behave or act in organization.
- In the opinion of **Luthans**- *“OB is directly concerned with the understanding, prediction and control of human behavior in organizations”*



ORGANISATION BEHAVIOR

- In the opinion of **Robbins**- “**OB is a field of study that investigates the impact that individuals, groups, and structure have on behavior within organization for the purpose of applying such knowledge towards improving an organization’s effectiveness**”



ELEMENTS OF OB:-

- PEOPLE
- STRUCTURE
- TECHNOLOGY
- ENVIRONMENT

People : As organization is run by people and people consist of individual and groups. An individual join the organization along with his/her social back ground, likes and dislikes. Therefore OB studies an individual as a whole person.

Structure: Organizations are social system and there are 2 types of social system that exist. One is **FORMAL** and another is **INFORMAL** social system. The formal relationship of people in organization is called **STRUCTURE**.



ELEMENTS OF OB:-

Technology:-Technology provides the resources with people work and also affects the task that they perform. The great benefit of technology is that it allows people to do more and in a better way. But it has cost as well as benefits.

Environment: All organization operates with in an environment.

There are 2 types of environment

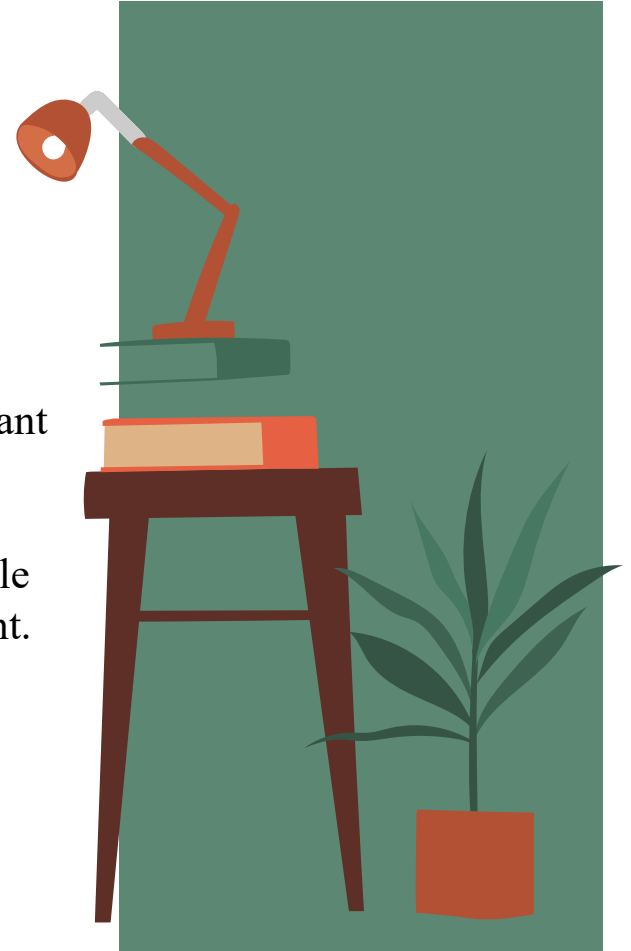
- **Internal.**
- **External.**

(PESTL analysis)



IMPORTANCE OF OB

- To learn about yourself and how to deal with others.
- It is about to understand yourself and others and most important how to behave with them.
- Organizations are increasingly expecting individuals to be able to work in teams so it is helpful to tell about team management.
- Various disciplines helps to understand organizations and to work with people.



THANKS!

