

Organisational Behaviour.

Unit - 1

INTRODUCTION TO ORGANISATIONAL BEHAVIOR.

Infrastructure,
employee management ←

Human tool.
employee
Team (goal)
Group
communication (→)

Definitions -

According to Neustrom and Daise -
"OB is the study and applications of knowledge about how people act within an organisation. It is a human tool for human benefit. It applies broadly to the behaviour of people in all type of organization."

According to Fred Luthans -
"OB is directly concerned with the understanding, production and control of human behaviour in organization."

In short, OB revolves around two fundamental component :-

1. The nature of the man
2. The nature of the organization

Nature :-

OB is the study of human behaviour in the organisation. Whenever individual joins an organisation, he/she brings unique set of personal characteristics and experiences from other organisations and a personal background.

At the first stage :-

OB looks at the unique perspective that each individual brings to the work setting.

The second stage :-

Study the dynamics of how the incoming individual interacts with the broader organisation.

He/she comes in contact with other individuals and the organisation in total in a variety of ways. Newcomer has to come into contact with the co-workers, managers formal policies and procedure of the organisation etc.

Over the time, both an individual and an organization is affected by each other. The OB must be studied from the perspective of the organisation itself.

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because an organisation exist before a particular individual joins in and continuous to exist after he/she leaves.

Thus, OB is the study of human behaviour in the organisation. The individual organisation interaction and organisation itself and these factors are influenced by the external environment in which the individual and the Organisation exist.

Therefore we can say that we can not study individual behaviour without learning about the organisation. On the other hand, we cannot study the organisation without studying the individual behaviour working in it. Moreover both org. and individual are influenced by external factors.

The field of OB is a complex field which seeks to throw light on the org and on the entire canvas of human factors. Influencing cause and effect relationship.