

# **ADVANCED ORGANIZATIONAL BEHAVIOR**

## **CHAPTER 1: WELCOME TO THE WORLD OF ORGANIZATIONAL BEHAVIOR**

The study of Organizational Behavior began in 1890's, following the industrial relation movement

### **Why OB started?**

1. To improve interpersonal skills to attract and keep high- performing employees.
2. To help transform a workplace from good to great, with a positive impact on everyone.
3. To assess the quality of workplace relationships and employee job satisfaction, stress, and turnover.
4. To foster Corporate Social Responsibility or CSR awareness.

### **MANAGEMENT AND ORGANIZATIONAL BEHAVIOR**

#### **Managers plus Skills**

Manager - Someone who gets things done through other people in the organization.

Organization - a consciously coordinated social unit composed of two or more people that functions on a relatively continuous basis to achieve a common set of goals.

#### **Organizational Behavior**

- A field of study that investigates the impact that individuals, groups, and structure have on behavior within organizations to apply such knowledge toward improving an organization's effectiveness.
- The scientific study of employee behavior and productivity in the workplace. OB serves as a way for employees and supervisors to have clear expectations in the workplace and also helps maximize productivity and success.
- The study of what people do in an organization and the way their behavior affects the organization's performance. Because OB is concerned specially with employment-related situations, it examines behavior in the context of job satisfaction, absenteeism, employment turnover, productivity, human performance, and management.

#### **Four Core Elements of Organizational Behavior**

1. Technology
2. People
3. External Environment
4. Structure

**These factors work into the two different perspectives of Organizational Behavior**

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**Guillaume Favre**



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