

Organizational Behavior Role in the Organization Performance

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Introduction

Organizational behavior can be viewed as the way in which individuals, groups and the structure affect (and are affected) by the behavior within an organization. The organizational behavior plays a pivotal role in determining the performance of an organization. A clear understanding of the concept of organizational behavior can significantly affect the productivity of an organization.

A good understanding of organizational behavior within an organization can significantly help in reducing problems like absenteeism, employee turnover hence improving productivity, and increasing employee job satisfaction. Robbins and Judge (2010) observed that motivation have a great impact in developing employees' moods and emotions, which may determine their performance in various areas within an organization.

Discussion

The ability to recognize one's perspective or mental framework is itself a fundamental leadership dynamic. This understanding is very important in an organization as it helps in improving the overall productivity levels.

As an employee, one of the major recounting issues I face in an organization is absenteeism. This problem is very prevalent in our organization, which has a large number of employees. As a result, the company has lost a significant amount of resources through absenteeism. This behavior has been prevalent in our organization, a situation that has resulted in much efficiency in the organization.

There are several ways through which this problem can be overcome. One of the most effective ways is by integrating effective organizational behavior aspects in the organization's operations. This can help in promoting positive behavior among the employees by increasing the overall performance.

Research Papers On Organisational Behaviour

Derek Rollinson



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Organizational Behaviour and Work Fiona M. Wilson, 2013-12 This edition provides a critical approach to the study of work and organizational behaviour

questioning what organizational behaviour is and how it has been researched and discussed *Organisational Behaviour* Stephen P. Robbins, 2009 This book is the first Southern African edition of Stephen P Robbins's *Organizational Behaviour* the best selling organisational behaviour textbook worldwide *Organizational Behaviour* Dr. Surjeet Kumar, Prof. Rakesh Bhatt, Prof. Deeksha Gupta Ganguly, 2022-10-11 Organizational behaviour is a fascinating and difficult field to study It has to do with people as people and teams as groups of people When there are several external elements at play it's harder to get reliable results from your research Organizational behaviour is the study of how people in organisations are supposed to act In the workplace no two people will ever act in the same way That allows management to anticipate how an employee will act When it comes to people's actions there are no hard and fast rules Humans have a role in increasing output which is why studying their actions is crucial Therefore the research has to be taken very seriously Researchers managers psychologists

Introduction to organizational behaviour individual behaviour of personality perception and learning next to attitude values and job satisfaction and deferent aspects of motivation group and teams with its pros cons next we learn leadership and its concept and deferent theories of motivation and at last but not the least we learn organizational culture and its deferent definitions with its characteristics **Organizational Stress** Christina G. L. Nerstad, Ingvild M. Seljeseth, Astrid M. Richardsen, Cary L Cooper, Philip J. Dewe, Michael P. O'Driscoll, 2023-03-16 What price do organizations and nations pay for a poor fit between employees and their work environments Negative stress imposes a high cost on individual health and well being as well as organizational health and productivity This comprehensive textbook examines the definitions of job related stress and the methods used to assess levels and consequences of occupational stress along with strategies that may be used by individuals and organizations to confront negative stress and its associated problems From sources of stress to organizational interventions and from job related burnout to coping with stress *Organizational Stress* gives the reader whether researcher student or practitioner a basis for tailoring work environments which contribute to the health and well being of individuals organizations and even the societies in which they live This new edition has been updated to reflect the most relevant research in the field of organisational stress including a completely new chapter on stress and the brain It also focusses on the future of work in our rapidly changing world dealing with contemporary contexts such as the COVID 19 pandemic and the rise of the gig economy Christina G L Nerstad is a Professor at BI Norwegian Business School Ingvild M Seljeseth is an Associate Professor at Kristiania University College Astrid M Richardsen is Professor Emerita at BI Norwegian Business School Cary L Cooper is a Professor at Alliance Manchester Business School Philip J Dewe is Emeritus Professor at Birkbeck University of London Michael P O Driscoll is Emeritus Professor at University of Waikato *Organizational Behavior* Stephen P. Robbins, Tim Judge, 2009 Robbins Judge provide the research you want in the language your students understand accompanied with the best selling self assessment software SAL Some topics include management functions the social sciences helping employees balance work and other responsibilities improving people skills improving customer

service motivational concepts communication power and politics conflict and negotiation culture and stress management Globally accepted and written by one of the most foremost authors in the field this is a necessary read for all managers human resource workers and anyone needing to understand and improve their people skills Understanding

Organizational Behavior Debra L. Nelson, James C. Quick, 2005 This book presents the solid foundations on which the science of organizational behavior was built and the realities and challenges faced in contemporary life in organizations The book's overarching theme of change is accompanied by four supporting subthemes globalization diversity technology and ethics The text gives learners the opportunity to meet these challenges by providing them with concepts ideas and theories Back cover

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Organizational Behaviour Wendy Hollway, 1991-04-12 This illuminating and incisive textbook traces the development of work psychology and organizational behaviour from the early twentieth century to the present day Far from being a conventional history of ideas it is a demonstration of how each emerging school of thought has reflected the search for solutions to particular management problems within specific social political and economic contexts Its primary focus is the relations among knowledge power and practice Hollway deftly documents the key developments in the field from scientific management and industrial psychology through the human relations movement to such current concerns as organizational culture leadership and human resources management She examines their production within particular conditions and power structures She charts the impact of each trend upon the emergence of new management tools work practices and ways in which employee regulation is attempted The book concludes with a projection of the likely future development of work psychology and organizational behaviour in the light of current changes in work and employer employee relations Work Psychology and Organizational Behaviour will be essential reading for teachers students and practitioners in occupational psychology organizational behaviour industrial and organizational sociology personnel and human resources management and public administration **Psychology of Work Behavior** Frank J. Landy, Don A. Trumbo, 1980 Describes how principles of behavior apply to people in work settings Comprehensive review of available research theories practices applies research to real life problems

Essentials of Organizational Behavior Terri A. Scandura, 2017-12-13 Concise practical and based on the best available research Essentials of Organizational Behavior An Evidence Based Approach Second Edition equips students with the necessary skills to become effective leaders and managers Author Terri A Scandura uses an evidence based approach to introduce students to new models proven to enhance the well being motivation and productivity of people in the

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Culture and Organizational Behaviour Jai B. P. Sinha,2009-01-06

Culture and Organizational Behaviour is a textbook for management studies that highlights the effect of the confluence of Western and Indian cultural influences It adheres to the syllabi of the organizational behaviour courses followed in most major universities and management institutes The book presents basic knowledge of organizational behaviour as developed in the West adds to these the latest global research findings and situates them in the Indian cultural perspective It also highlights the issues that emanate from the interface of the Indian culture and organizational behaviour Key Features Contains updated case studies from Indian organizations Focuses on current and emerging strategies in organizational structures leadership power and politics Covers topics like balancing work and other responsibilities power and politics and conflict and negotiation which though extremely crucial to organizational behaviour have perhaps not got due attention in the existing literature Presents the relatively unexplored effects of Indian culture on organizational behaviour Provides a platform where both theoretical and practical issues can be addressed by managers researchers students and teachers alike

Organizational Behaviour David A. Buchanan,Andrzej Huczynski,2019-07-29 Our target readers are students who are new to the social sciences and to the study of organizational behaviour This is a core subject on most business and management degree diploma and masters programmes Accountants architects bankers computer scientists doctors engineers hoteliers nurses surveyors teachers and other specialists who have no background in social science may find themselves studying organizational behaviour as part of their professional examination schemes

Work and Organizational Behaviour John Bratton,2007-04-15 Work and Organizational Behaviour is a core introductory text for undergraduate and MBA students which provides both a psychologically and sociologically based view of behaviour in work organisation from a critical perspective

The Psychology of Behaviour at Work Adrian Furnham,2012-08-06 This superb introduction to the field of organizational psychology and organizational behaviour builds on the foundation of the highly successful first edition

to provide up to date explanations of all the key topics in a clear coherent and accessible style The text is supported by numerous illustrations and examples as well as end of chapter summaries and concluding remarks Topic sections on key research studies as well as applied aspects such as human resources applications and cross cultural issues lead the reader through the complexities of the theory to its practical application The Psychology of Behaviour at Work covers all major topics in the field from vocational choice personality attitudes motivation and stress to cooperation learning training group dynamics decision making and leadership Further sections introduce corporate culture and climate as well as organisational structure change and development and a final section outlines predictions not only for the future study of organizational psychology but of the future of work itself As with the first edition The Psychology of Behaviour at Work will prove to be an invaluable resource for psychology students on work and organizational psychology courses business students on organizational behaviour courses and human resources managers eager to expand their knowledge of this fascinating field

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Organisational Behaviour in Health Care Annabelle Mark, Sue Dopson, 1999-06-03 This book brings together a variety of the best papers from an international research symposium on organisational behaviour in healthcare It includes contributions from key names such as Sandra Dawson and Peter Spurgeon with a foreword by Rosemary Stewart Also including chapters from Australia Canada and Europe it is consciously international in perspective and aims to relate the public sector agenda as a comparator for developments in the US

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