

CHAPTER 1

What Is Organizational Behavior?

LEARNING OBJECTIVES

After studying this chapter, students should be able to:

- 1-1. Define *organizational behavior (OB)*.
- 1-2. Show the value of systematic study to OB.
- 1-3. Identify the major behavioral science disciplines that contribute to OB.
- 1-4. Demonstrate why few absolutes apply to OB.
- 1-5. Identify managers' challenges and opportunities in applying OB concepts.
- 1-6. Compare the three levels of analysis in this text's OB model.
- 1-7. Describe the key employability skills gained from studying OB that are applicable to other majors or future careers.

This chapter begins with a vignette entitled "The Rise and Fall of WeWork's CEO." The details of this story are jarring, reflecting the complexity and speed of organizational life. The effects of behavior ring through organizations—felt by workers, managers, groups, teams, and sometimes, by the whole organization. They also highlight several issues of interest to those seeking to understand organizational behavior, including motivation, justice, ethics, structure, culture, personality, and organizationally relevant outcomes, such as turnover, productivity, and survival. Throughout this text, you will learn how organizational challenges often cut across areas like these, so the systematic approach pursued in this text and your course is essential.

BRIEF CHAPTER OUTLINE

I. Management and Organizational Behavior

A. Who's Who in the World of Work

1. **Worker:** As an individual, member of work groups, teams, or organizations, contributes to the accomplishment of work goals.
2. **Manager:** Someone who gets things done through other people. They make decisions, allocate resources, and direct others' activities to attain goals.
3. **Organization:** A consciously coordinated social unit, composed of two or more people, that functions on a relatively continuous basis to achieve a common goal or set of goals.

B. Management Activities

1. Although workers' activities may also involve interacting and coordinating work with other people, it is usually a much more significant component of managerial jobs. All

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from human resource management practices in the West due to differences in cultural factors economic systems political systems and legal and industrial relations For this reason Ethiopia s culture politics economy and legal and industrial relations have been analyzed The main finding of this study is that the importance of human resource management is not uniformly understood at all the case study companies Although the multinational companies based in Ethiopia see their human resources as the companies most important asset as human capital the local companies generally do not The fact that respondents claim that Ethiopia has limited experience in industrialization might explain why human resource management in Ethiopia is rudimentary and still has a long way to go With this dissertation the researcher wants to contribute to improving Ethiopian human resource management practice Moreover this dissertation may be used as a framework for similar research in other sectors or for more specific in depth research This dissertation may also serve as a knowledge base for company managers business consultants academics and government officials of countries with a national culture similar to Ethiopia s for example Kenya Tanzania and Zambia countries undergoing or which have undergone a recent transition to a free market economy and countries facing similar macro economic developments Management, Sixth Canadian Edition. Study Guide Stephen P. Robbins, Shirley Rose, 2000 **Nursing Home Administration, 6/e and The Licensing Exam Review Guide in Nursing Home Administration, 6/e** ,2011-02 Research Anthology on Human Resource Practices for the Modern Workforce Management Association, Information Resources, 2021-12-30 Human resource departments have been a crucial part of business practices for decades and particularly in modern times as professionals deal with multigenerational workers diversity initiatives and global health and economic crises There is a necessity for human resource departments to change as well to adapt to new societal perspectives technology and business practices It is important for human resource managers to keep up to date with all emerging human resource practices in order to support successful and productive organizations The Research Anthology on Human Resource Practices for the Modern Workforce presents a dynamic and diverse collection of global practices for human resource departments This anthology discusses the emerging practices as well as modern technologies and initiatives that affect the way human resources must be conducted Covering topics such as machine learning organizational culture and social entrepreneurship this book is an excellent resource for human resource employees managers CEOs employees business students and professors researchers and academicians **Human Capital Formation for the Fourth Industrial Revolution** Atiku, Sulaiman Olusegun, 2019-10-18 Advances in technological innovations automation and the latest developments in artificial intelligence AI have revolutionized the nature of work and created a demand for a new set of skills to navigate the Fourth Industrial Revolution Industry 4 0 Therefore it is necessary to equip displaced workers with a new set of skills that are essential for conversion into technical or other functional areas of business Human Capital Formation for the Fourth Industrial Revolution is an essential research publication that recognizes the need to revitalize human capital formation for graduate employability in Industry 4 0 and discusses new skills and

competencies needed to cope with the challenges present within this industrial revolution The book seeks to provide a basis for curriculum design in line with the advances in technological innovations automation and artificial intelligence to enhance current and future employment Featuring an array of topics such as curriculum design emotional intelligence and healthcare this book is ideal for human resource managers development specialists training officers teachers universities practitioners academicians researchers managers policymakers and students *Media and Entertainment Industry Management* Sunghan Ryu,2024-04-19 The media and entertainment industry MEI differs significantly from traditional industries in many respects Accordingly the management of strategy marketing and other business practices in the MEI necessitates a unique approach Sunghan Ryu offers students focused and relevant insights into critical topics illustrated by vivid examples from the MEI Unlike typical introductory textbooks on business and management this book does not overemphasize complicated layers of theory Instead it presents essential concepts and frameworks in a digestible manner and supplements them with opportunities to apply this knowledge to real world cases The textbook demonstrates how knowledge can be constructively implemented in business and management scenarios It is structured into 12 chapters divided into five core modules 1 Overview of the MEI 2 The Fundamentals of Management 3 Marketing Management 4 Digital Business and Management and 5 New Business Models and Entrepreneurship Students will gain the ability to explain key concepts and frameworks across core business and management domains and develop analytical skills through diverse real world cases in the MEI Based on this knowledge they will be equipped to identify management related issues in the MEI and arrive at practical and effective solutions This book is an essential guide for students who wish to understand business and management in the dynamic world of the MEI **Study Guide for Organizational Behavior** Peter Richardson,1989 Managing Organizational Behavior Phillip L. Hunsaker,Curtis W. Cook,1986 **Organizational Behavior** Baack,1998-01-01 **Organizational Behaviour in Hotels and Restaurants** Yvonne Guerrier,1999-08-25 This book aims to provide students with the key concepts of organizational behaviour and improve on existing texts by providing a contemporary perspective on current models and ideas specifically for the hospitality industry **The Publishers' Trade List Annual** ,1992 **Books in Print** ,1991

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