

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

Study Guide For Organizational Behavior Robbins

James V. Dupree



Study Guide For Organizational Behavior Robbins:

Study Guide [to Accompany] Essentials of Organizational Behavior, Sixth Edition [by] Stephen P. Robbins James V. Dupree,2000 **Organizational Behaviour: As Per The Guidelines of National Educational Policy 2020 (NEP)** Nada Al Mahmood, The book is a most modest attempt to help young students in understanding this fascinating subject Organizational Behaviour in a systematic manner with lucid exposition of its different facets but in a simple language

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 *Studyguide for Organizational Behavior by Robbins, Stephen P., ISBN 9780133507645* Cram101 Textbook Reviews,2014-07-31 Never HIGHLIGHT a Book Again Includes all testable terms concepts persons places and events Cram101 Just the FACTS101 studyguides gives all of the outlines highlights and quizzes for your textbook with optional online comprehensive practice tests Only Cram101 is Textbook Specific Accompanies 9780133507645 This item is printed on demand **Studyguide for Organizational Behavior by Robbins, Stephen P, ISBN 9780132834872** Cram101 Textbook Reviews,2014-05-02 Never HIGHLIGHT a Book Again Includes all testable terms concepts persons places and events Cram101 Just the FACTS101 studyguides gives all of the outlines highlights and quizzes for your textbook with optional online comprehensive practice tests Only Cram101 is Textbook Specific Accompanies 9780132834872 This item is printed on demand **Organizational Behaviour** Stephen P. Robbins,2002 *Human Resource Management Practices in Selected Ethiopian Private Companies: A Study to Increase Employee Productivity in Ethiopia* Dirk J. van Wasbeek,2004-09-24 This dissertation examines how human resources are managed at selected Ethiopian private companies how Ethiopian human resource management practice is evolving and how it can be improved The examination is qualitative and exploratory since no comparative research on human resource management has yet been conducted at Ethiopian profit or non profit organizations An understanding of Ethiopian human resource management practice makes it possible to improve Ethiopian human resource management practice and thus to increase employee productivity The study took place at four manufacturing and four service companies in Addis Ababa all representative of their sector The research claim is that Ethiopian human resource management practices differ 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

Organization Behavior Dr. Govinda Gowda , Lt. Dr.Deepa Dharshini G P & Ms. Reshma B,2025-11-01 This book on Organization Behavior is designed for M Com First Semester students affiliated with Bengaluru City University It provides a comprehensive understanding of how individuals and groups interact within an organizational setting The text explores key concepts such as perception motivation leadership communication group dynamics and organizational culture Emphasis is placed on linking theory with practical business applications helping students analyze real world organizational challenges and human behavior at work The book encourages critical thinking and ethical decision making while fostering managerial and interpersonal skills essential for modern workplaces With clear explanations contemporary examples and conceptual clarity this volume serves as both a learning guide and a practical reference for aspiring business professionals and managers

Study guide, Organizational behavior, edition 9, Stephen P. Robbins James V. Dupree,2001

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