

# 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

1. 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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*Studyguide for Essentials of Organizational Behavior by Robbins, Stephen P., ISBN 9780132968508* Cram101 Textbook Reviews,2014-08-22 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 9780132968508 This item is printed on demand    **STUDYGUIDE FOR ESSENTIALS OF O** Cram101 Textbook Reviews,2016-10-12 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 9780132574877 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

**Study Guide for Organizational Behavior** Peter Richardson,1989

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*Administration, 6/e ,2011-02* **Organizational Behavior** Baack,1998-01-01

Research Anthology on Human Resource Practices for the Modern Workforce Management Association, Information Resources,2021-12-30

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*Human Capital Formation for the Fourth Industrial Revolution* Atiku, Sulaiman Olusegun,2019-10-18

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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, Second Ed Peter Richardson,1989 *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 **Organizational Behavior** R. Currier,1994-08 **Managing Organizational Behavior** Phillip L. Hunsaker,Curtis W. Cook,1986 Organizational Behavior C. Edward Cavert,1979-03-01 Study Guide for Nelson/Quick's Organizational Behavior Debra L. Nelson,James Campbell Quick,2005-01-01

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