

Chapter 1: Introduction to Organizational Behaviour

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OB: field of study devoted to understanding, explaining, and ultimately improving the attitudes and behaviours of individuals and groups in organizations.

HR Management: study that focuses on the applications of OB theories and principles in organizations

Strategic Management: study devoted to exploring the product choices and industry characteristics that affect an organization's profitability.

Scientific management: Using scientific methods to design optimal and efficient work processes and tasks. Fredrick Taylor was the father of this. He was an engineer. He would study how to optimize performance of any task and implement these into the work fields with encouraged financial incentives.

Bureaucracy: An organizational form that emphasizes the control and coordination of its members through a strict chain of command, formal rules and procedures, high specialization, and centralized decision making.

Human relations movement study that recognizes that the psychological attributes of individual workers and the social forces within work groups have important effects on work behaviour.

Resource based view: what exactly makes resources valuable that is, what makes them capable of creating long-term profits for the firm.

Rule of one-eighth: that at best one-eighth or 12% of organizations will actually do what is required to build profits by putting people first.