

## What Are Organizations?

- Social inventions for accomplishing common goals through group effort.
- What are the three important elements of this definition?
  1. **Social Intervention:** The presence of people is essential/ a requirement
  2. **Goal Accomplishment (Survival or Growth)**
  3. **Group Effort**

## What is Organizational Behaviour?

- The attitudes and behaviours/ actions of individuals and groups in organizations
- Productivity, Absenteeism, Turnover , & Job Satisfaction
- The field of OB involves the systematic study of A & B

## Why Study Organizational Behaviour?

- Organizational behaviour is *interesting*. It is about people and human nature.
- Organizational behaviour is *important* to managers, employees, and consumers.
- Organizational behaviour makes a *difference*.

## How Much Do You Know About Organizational Behaviour?

- *Consider whether the following statements are true or false:*
  1. Effective leaders tend to possess identical personality traits
  2. Nearly all workers prefer stimulating, challenging jobs.
  3. Managers have a very accurate idea about how much their peers and superiors are paid.
  4. Pay is the best way to motivate most employees and improve job performance.

The answer: it depends but studies show that the answers are generally false

## Goals of Organizational Behaviour

- *Predicting* organizational behaviour and events.
- *Explaining* organizational behaviour and events in organizations.
  - *Which one is more difficult?*
- *Managing* organizational behaviour.

## **Management**

- **Management** is the art of getting things accomplished in organizations through others.
- Prediction and explanation involves analysis while management is about action

## **Early Prescriptions Concerning Management**

- Attempts to prescribe the “

## **The Classical View**

- The *classical view* advocates a high degree of specialization of labour and coordination and centralized decision making.

## **The Human Relations Movement**

The general answer to many of the problems in organization is: “It depends.”

Dependencies are called contingencies

## **What do managers do?**

- Plan, Organize, Lead, Control, Motivate, Network
- Management is different from leadership

## **Some Contemporary management concerns**

Five issues which organizations and managers are currently concerned:

- Diversity – local and global (GLOCAL)
- Employee-Organization relationships
- A focus on quality, speed, and flexibility
- Talent management
- Corporate social responsibility (CSR)

**Talent Management**

- Refers to an organization's processes for attracting, developing, retaining, and utilizing people with the required skills to meet current and future .....

**Corporate Social Responsibility (CSR)**

- Refers to an organization taking responsibility for the impact of its decisions and actions on its stakeholders
- It extends beyond the interests of shareholders to the interests and need of employees and the community in which it operates.