

Organizational Behavior

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Orientation Lecture

جامعة الجميع الذكية

تسعى لتكون الكيان الأول الذي يتبنى مبدأ المجتمع التعليمي
التعاوني ويقدم العلم مقابل العمل لتنمية وبناء المجتمعات.

ORG 123

Organizational Behavior



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Organizational Behavior

Book Name: Essentials of Organizational Behavior

Written by : Stephen P. Robbins , Timothy A. Judg and Katherine Breward

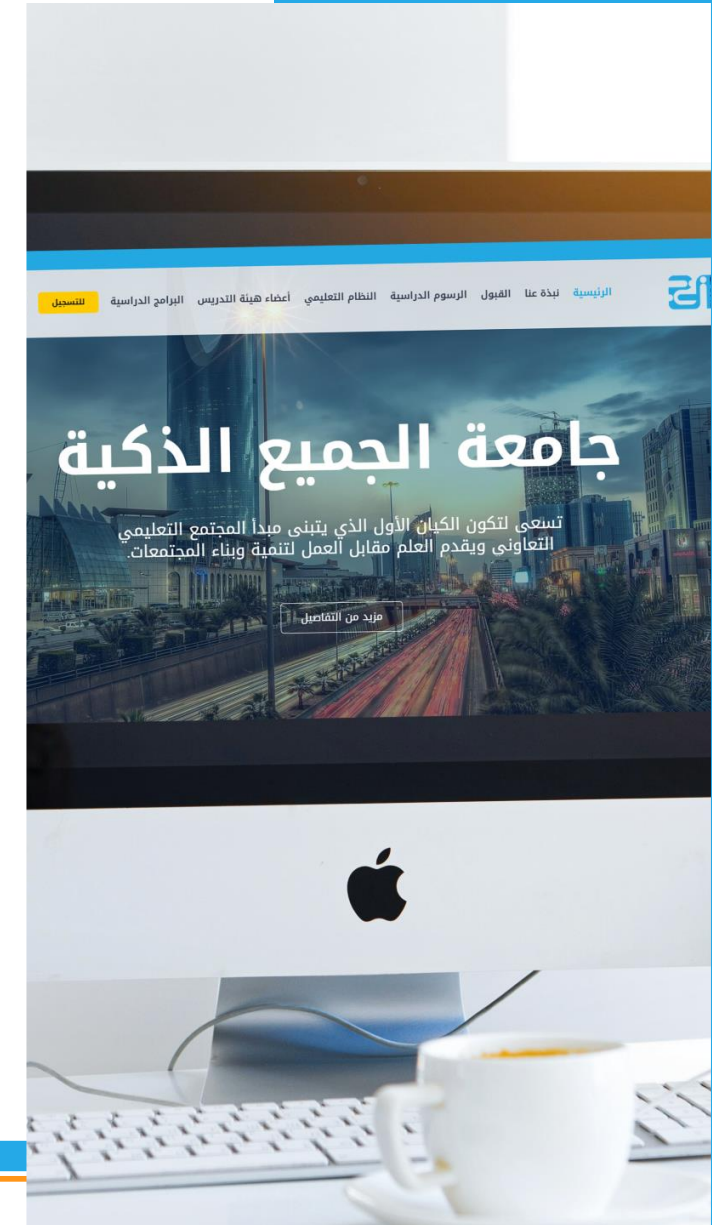


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Chapter 01

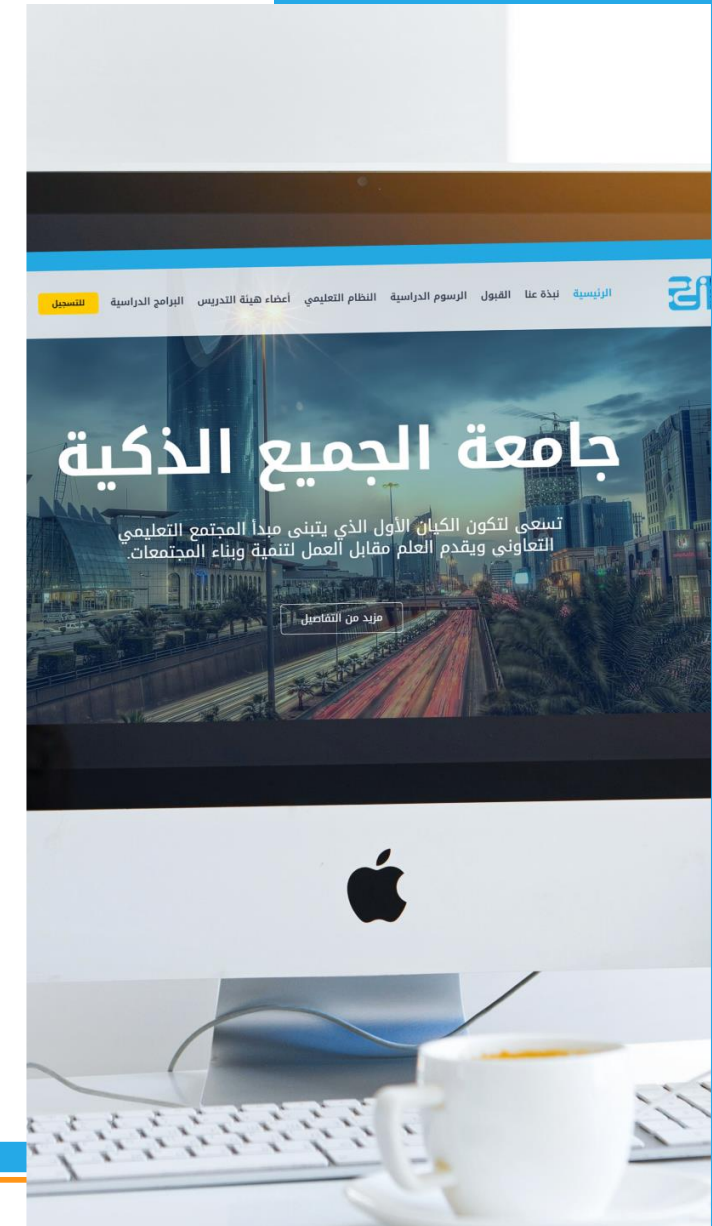
Course content

- Chapter 1:** Introduction to OB. (Lecture 1)
- Chapter 2:** Attitudes and Job Satisfaction. (Lecture 2)
- Chapter 3:** Personality and Values (Lecture 3)
- Chapter 4 :** Motivation Concepts and Applications (lecture 4)
- Chapter 5:** Foundations of Group Behavior (lecture 5)
- Chapter 6 :** Understanding Work Teams (Lecture 5)
- Chapter 7:** Communication (Lecture 6)
- Chapter 8:** Foundation of Organizational Structure (Lecture 6)
- Chapter 9:** Introduction to Leadership (Lecture 7)
- Chapter 10:** Basic Approaches to Leadership (Lecture 8)
- Chapter 11:** Organizational Culture (lecture 9).
- Chapter 12:** Managing change (Lecture 10)



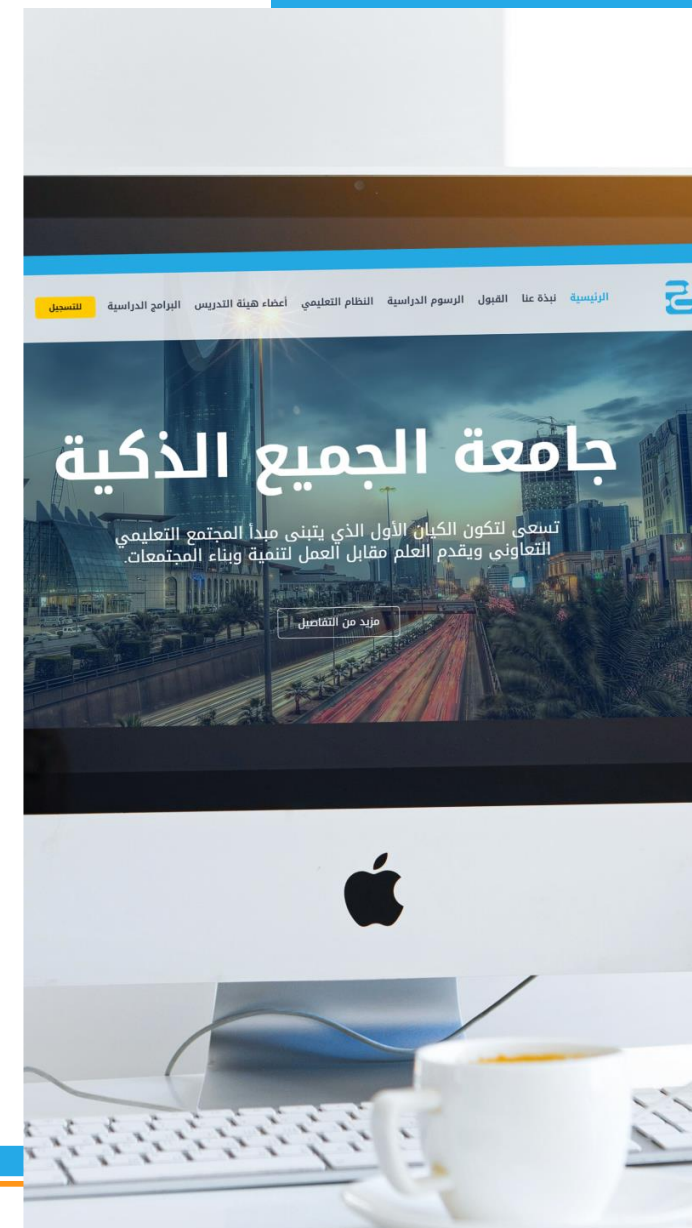
What is OB?

A field of study that investigates the impact that individuals, groups, and structure have on behavior within organizations, for the purpose of applying such knowledge toward improving an organization's effectiveness.



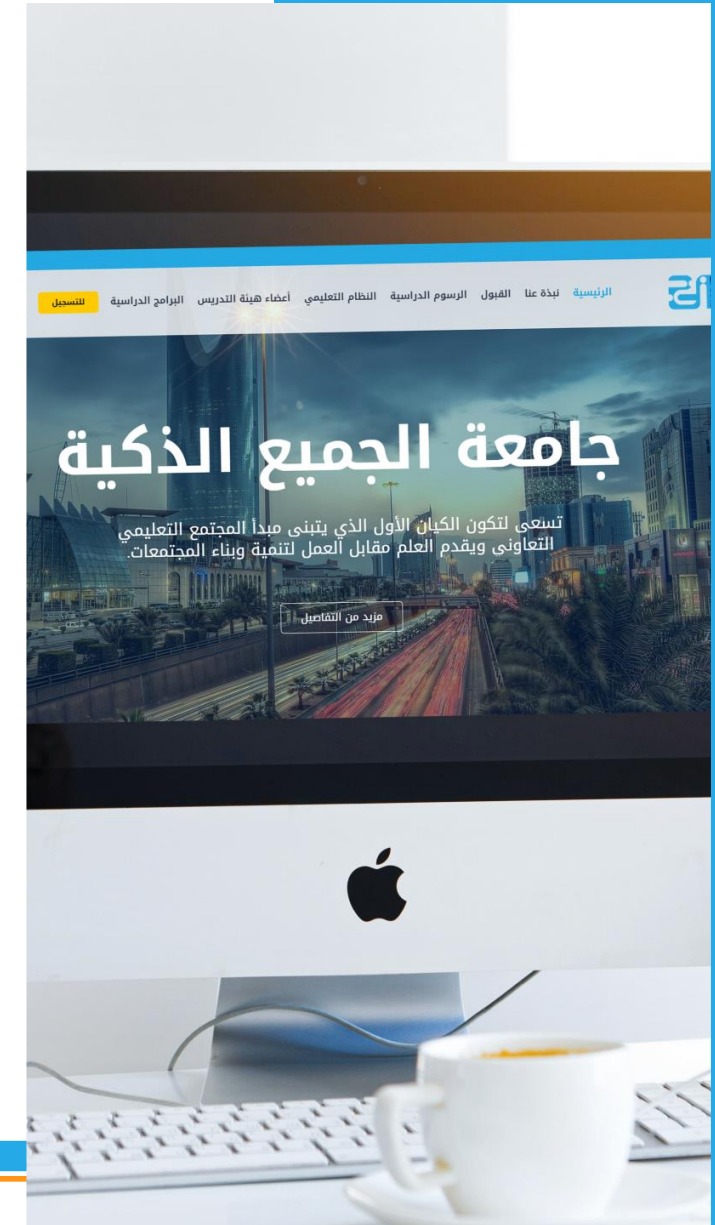
What is OB?

In other words, Organizational behavior is the **study of human behavior** in Organizations and the application of knowledge about how, individuals, and groups act and react in an organization, **in order to reach and accomplish the highest quality of performances, and dominant results.**



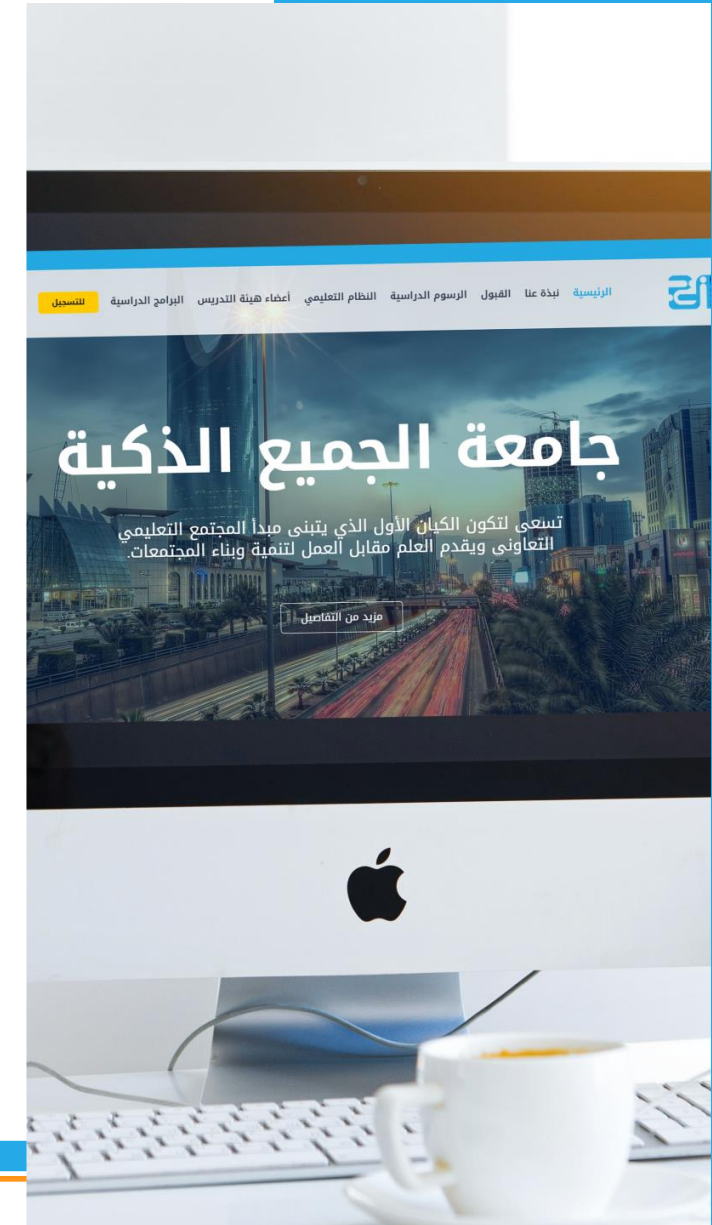
OB Main Concern

- Why do people behave a certain way in an organizational environment? What factors affect job performance, employee interaction, job commitment, leadership and managerial styles?
- Individuals have studied this topic for decades in order to find ways of increasing organizational performance.



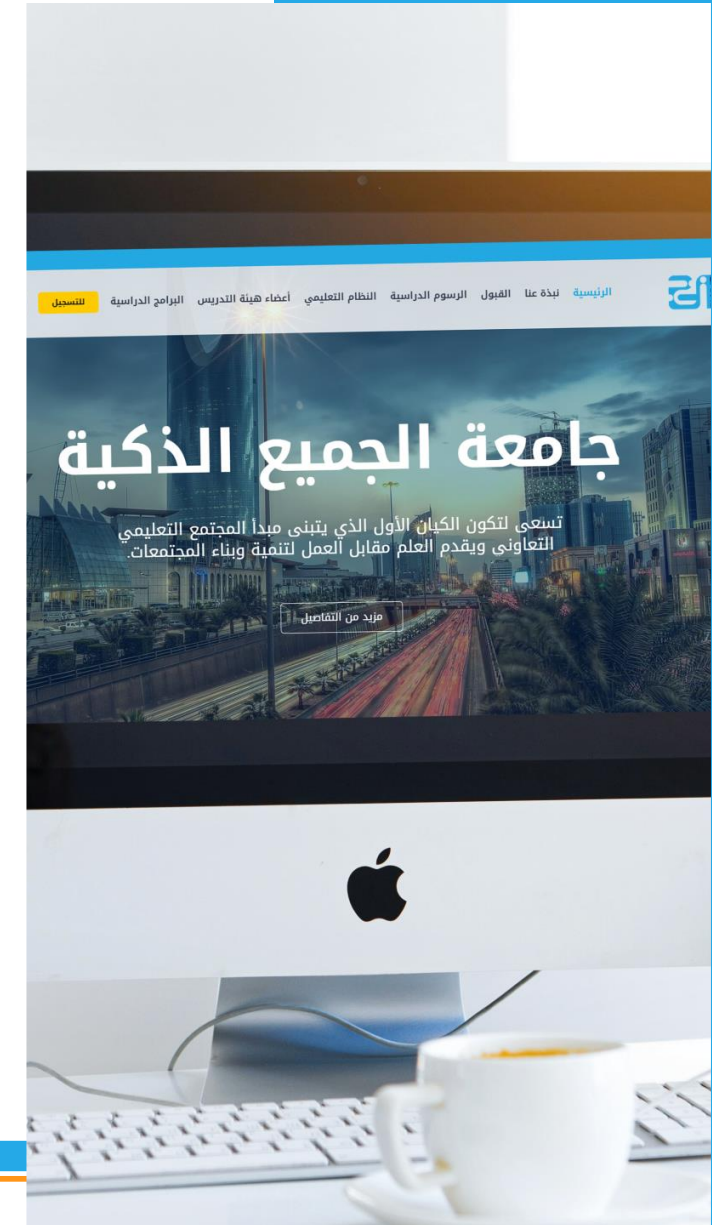
OB History As A Science

- While Organizational Behavior as a field of academic study wasn't fully recognized by the [American Psychological Association](#) (APA) until the 1970's, it's roots go back to the late 1920's when the [Hawthorne Electric Company](#) set up a series of [experiments](#) designed to explore how changes in environment and design changed the productivity of their employees.



OB History As A Science

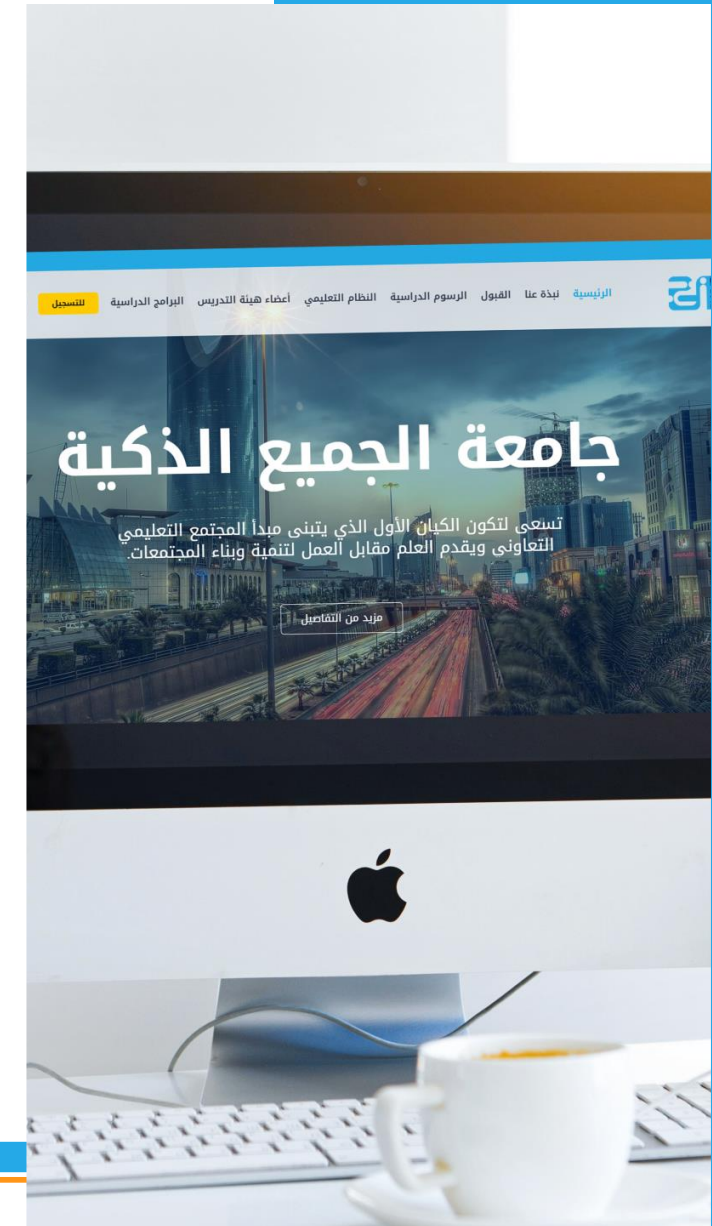
- Their various studies, conducted between the years of 1924 and 1933, were broad and measured over large periods of time. The studies included the effect of various types of breaks (lots of small breaks, a few long ones, etc.) on [productivity](#), productivity in isolation, and productivity in varying levels of light. The most famous finding resulting from the of the Hawthorne Studies is what is now called the [Hawthorne Effect](#), the change in behavior of a test subject when they know they're being observed.



The importance of Interpersonal Skills

Until the late 1980s, Business Schools Curricula emphasized the technical aspects of Management, focusing on Economics, Accounting, Finance and so on.

Starting from the early 1990s, Business Schools realized the importance of understanding human behavior and the its role in determining a manager's effectiveness.



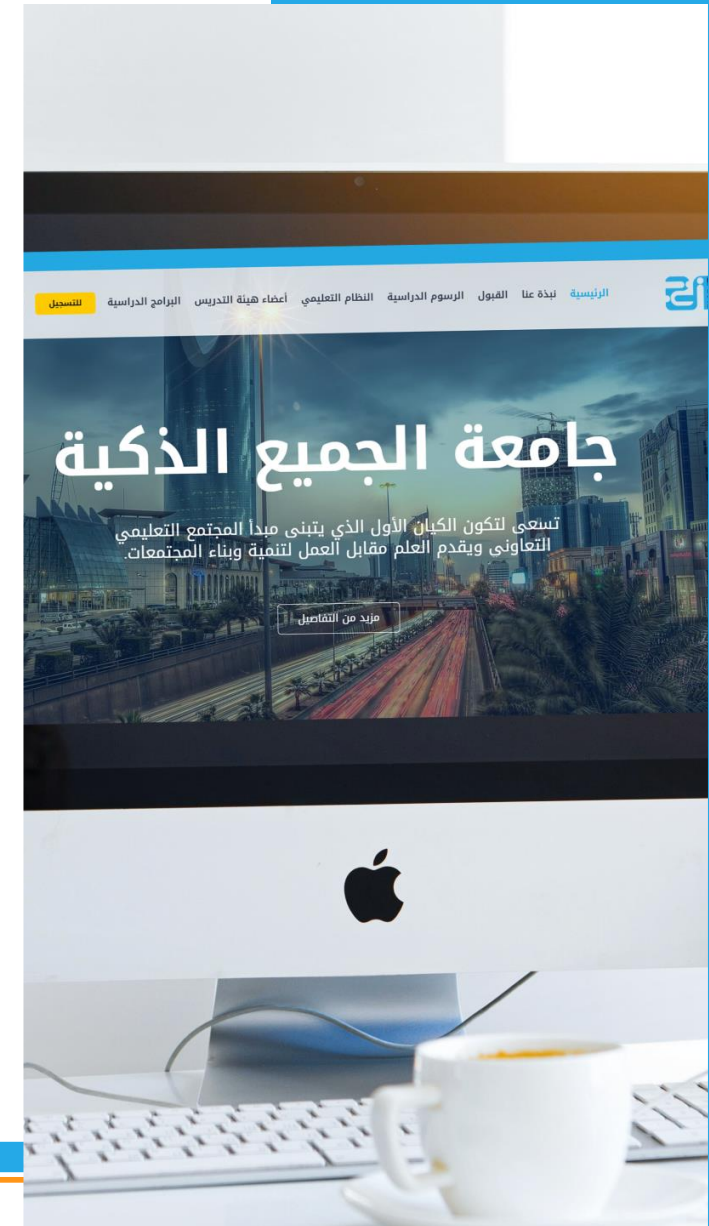
The importance of Interpersonal Skills

Understanding OB helps determine manager effectiveness

- Technical and quantitative skills are important
- But leadership and communication skills are CRITICAL

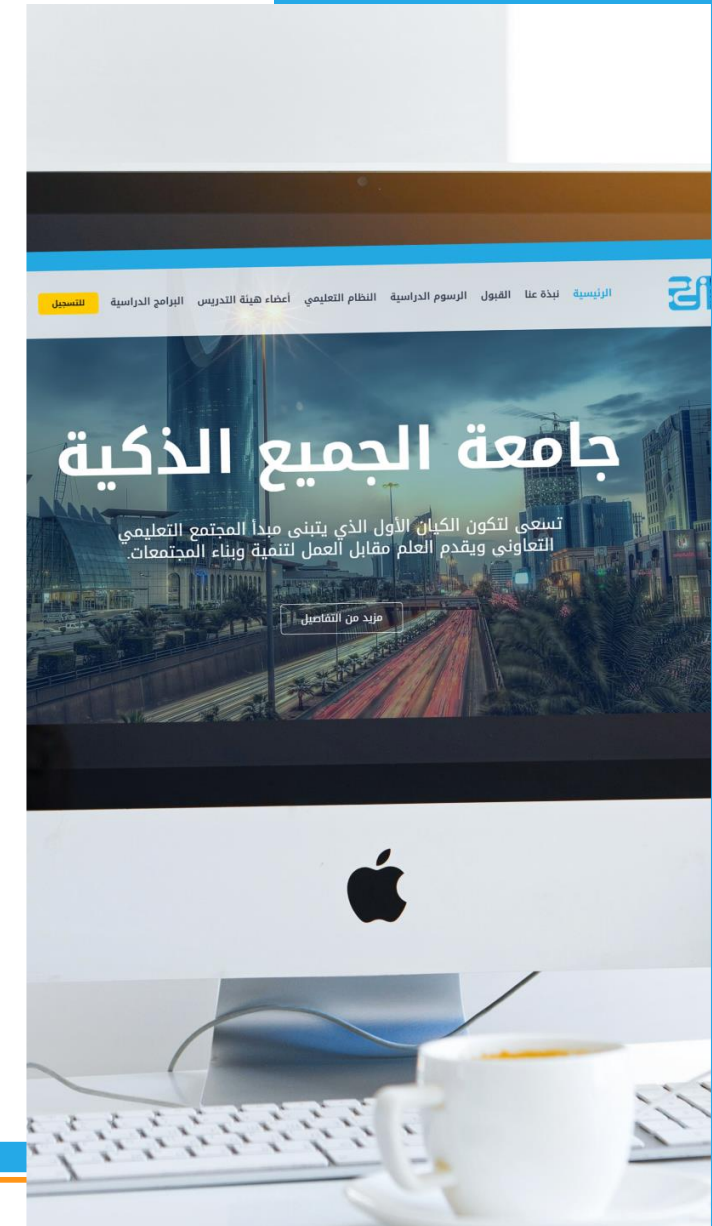
Organizational benefits of skilled managers

- Lower turnover of quality employees
- Higher quality applications for recruitment
- Better financial performance



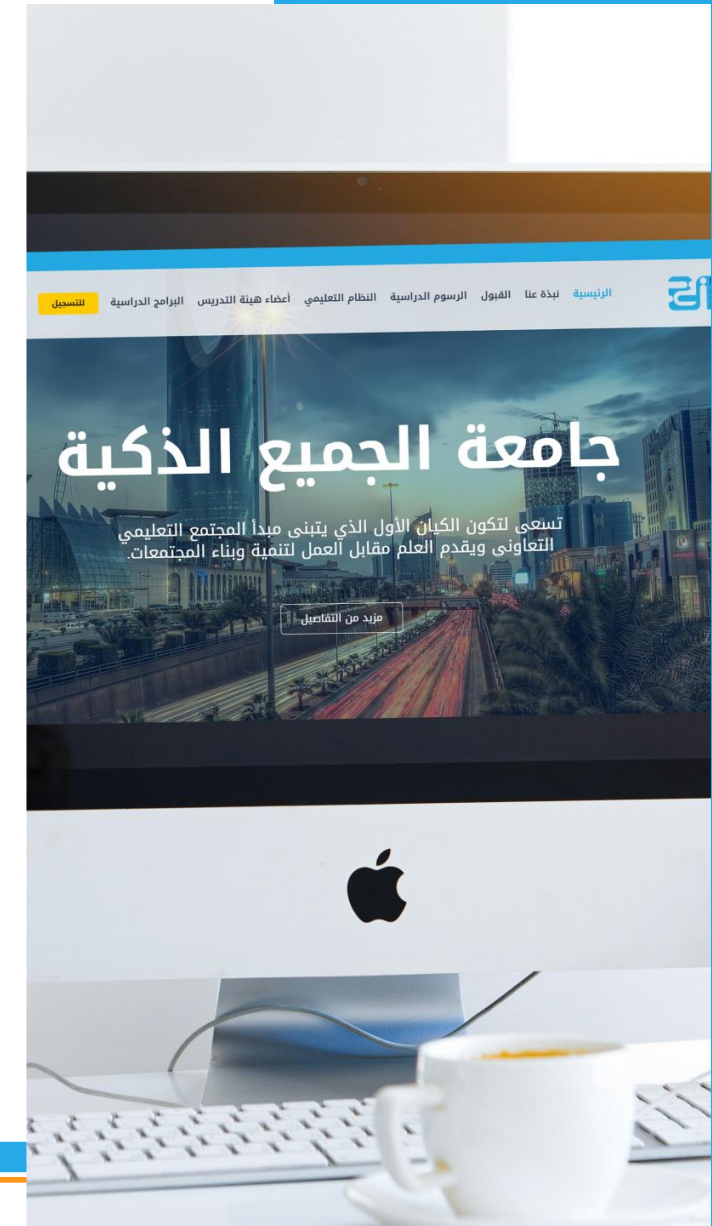
Why is it important to Managers To Understand OB

Findings from organizational behavior's body of research can be used by executives and Human Relations professionals better understand a business' culture, how that culture may facilitate or hinder productivity and employee retention, and how to best evaluate candidates skill set and personality during the hiring process.



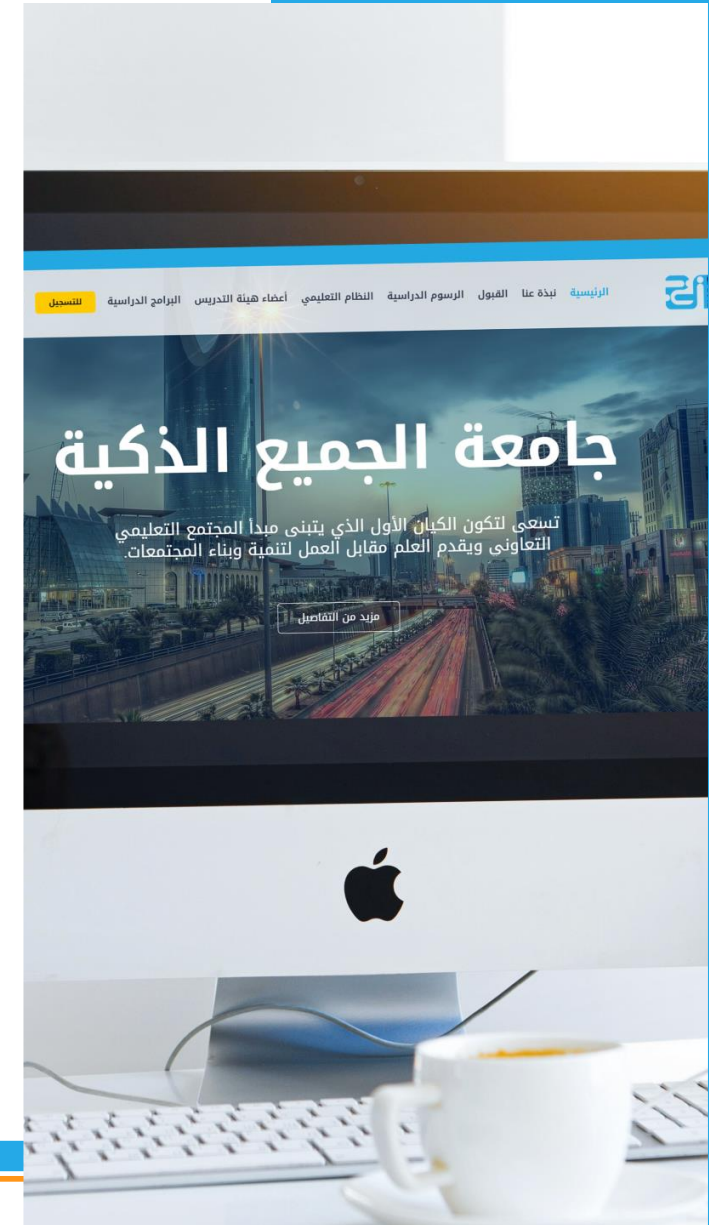
Why is it important to Managers To Understand

- Managers need an understanding of organizational behavior because a large part of their job has to do with exactly that. Organizational behavior is the study of how people behave while in groups and as individuals. Much of what a manager does has to do with trying to get people to work as effectively as possible. It can involve trying to motivate an individual worker or it can involve trying to understand how to get workers who are part of a team to interact with one another in such a way that they are able to work more efficiently and effectively.



OB Objectives

- To determine the motivation level of employees.
- To encourage the people, to work enthusiastically in the organization.
- To create an environment for the development of effective leadership.
- To develop effective group behavior among the employees.
- To identify the reasons for conflict and to resolve the conflict.



OB Objectives

- To find out the reasons for frustration and reduce or eliminate the reasons.
- To increase the moral of employees of the organization.
- To maintain the organizational environment favorable for the work.
- To find out the ways for effective organizational development.

