

Organizational Behaviors Lectures

Introduction to organizational behavior

- What is organizational behavior
 - The people side of organizations
 - How to manage people
 - Why do people act the way they do
 - The impact on management on workers and society
- Individual level
 - Based on psychology
 - Study people, the mind and behavior
 - How we think, act and feel
 - Measure, understand and sometimes change behavior
 - Themes include
 - Personality, motivation, training, leadership, effectiveness and stress
- Group level
 - Why do groups act as they do?
 - Based on psychology
 - How individuals influence each other
 - Also based on sociology
 - How the social environment shapes behavior
 - Themes include
 - Teamwork, group dynamics, communication and decision-making, power and group change.
- Organizational level
 - Why does the organization act as it does?
 - Based on sociology
 - How societies (organizations) function
 - Anthropology – the comparative study of human societies and cultures and their development
 - The values, cultures and rituals of a group or society
 - Themes include
 - Culture, structure, leadership
- OB is a product of multiple disciplines, each with their own outlook
- Ob has no correct answer
- Managers and employees perspectives
- How to manage and also the impacts of management on worker and society
- Organizations as complex, messy and emotional places – human element.
- Managerial vs. critical perspective
 - Managerial
 - How to manage people
 - Pragmatic solutions
 - OB toolkit to manage
 - Often “one best way” to manage
 - Looking for the one right answer to how to motivate, lead, organize, train, get them to work together, win peoples heart and minds, make sure people act ethically.
 - Critical
 - Questions in whose interest management is practices
 - Why people act as they do
 - Understanding underlying patterns
 - OB toolkit to understand people in organizations

- Asks what impact it has on workers, society and marginalized groups
- Power and politics is essential aspects of organizational life – not just when things go wrong
- Work could be designed to enhance human creativity and freedom
- Levels of critical thinking
 - Description
 - Explanation
 - Analysis
 - Critical analysis

