

Organisational Behaviour

Introduction

* Define organisational Behaviour:

The field of study who focus is on the behaviour of human beings in the organisation is called Organisational Behaviour.

- OB is concern with understanding, production and control of human behaviour in organisation.

- OB is subset of Mgt. activities concerned with understanding, predicting & influencing human behaviour in organisation.

* Nature of Organisational Behaviour.

- OB is integral part of Mgt. OB is part of general mgt. not the whole Mgt. It represent behavioural approach to Mgt.

- OB is a field of study backed by a body of theory, research and application associated with a growing concern with people at work place. It study helps in understanding the human behaviour in organisation.

Inter disciplinary Approach The field of OB is heavily influenced by several other behaviours & social sciences. The premarinments among are psychology, sociology & anthropology.

Level of analysis The OB involves the three level of analysis of Behaviour: Individual behaviour, group behaviour, Behaviour of Organisation itself.

Goal Oriented OB is Action oriented & goal directed discipline. The major goal of OB are to understand, predict and control human behaviour in organisation so that it goes influence with need of organisation.

Human tool OB is a human tool for human benefits. It helps in understanding and predict behaviour of Individual.

Personality is existence as a person the assemblage of quality physical, Mental, mood that sets one apart from other distinctive individuality.

It is most a adequate compilation of an individual behaviour in all its details which can scientist can provide at a movement of time.

It is a dynamic organisation with in the individual of those cycological phy. system which determine its unique adjustment to his environmental.

CHARACTERISTICS OF PERSONALITY

It is learnt & inherent.

- Personality has two parts one is inherent which we get for father inheritance
- The second part of personality is learnt which we learn from our family members & relations in earlier teach friends & society etc related parts.

(ii) Personality is invisible : As moral & mental dimensions all personality are invisible & only physical part is visible hence the larger part being invisible we may call personality largely invisible.

(iii) Personality effect behaviour : Good physical mental & moral acts of personality influence the behaviour of individual. Good behaviour of one's also hence it becomes a two behaviour of one's also hence it becomes a two cycle of behaviour improvement.

(iv) Personality can be modify the learnt part of personality. That is mental & moral parts can be modified in a two or -ve mode.

(v) Personality can be inferred the invisible part of personality that can only be inferred.

vi) Personality is an amalgam of various acts
like our mules, learning, perception psychology
attitude etc.

(vii) personality maintain continuity

viii) Personality goal directly has we don't do
anything without goal so we say our
personality as it is required by our
goals.

* Traits of personalities

- ① Reserved → Out going
- ② Less intelligent → More intelligent
- ③ affected feeling → emotional more stable
- ④ Submissive → Dominant
- ⑤ Serious → happy-go-luck
- ⑥ Impudent → Conscientious
- ⑦ Timid → Venturesome
- ⑧ Tough minded → Sensitive

- (9) Trusting → suspicious
- (10) Practical → imagined
- (11) Fourth sight → shrewd
- (12) self assured → apprehensive
- (13) conservative → experimenting
- (14) group dependent → self dependent
- (15) uncontrolled → control
- (16) relaxed → tensed