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NAME OF PAPER: ORGASIONAL BEHAVIOUR

TOPIC: ORGASIONAL MODEL

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- Manoj Kumar

Organisational Behaviour has got two aspects;

such as

- Understanding the human behaviour
 - . At Individual level
 - . At Interpersonal level
 - . At. Group level
 - . At Inter Group level
- Controlling, Describing and Predicting human behaviour
 - . Leadership
 - . Motivation
 - . Communication
 - . Organisational Climate

Approaches to Organisational Behaviour

- **The Behavioural approach:**

Also known as human relations approach, is based upon the premise of increase in productivity and managerial efficiency through understanding of the people.

The growth and popularity of this approach is attributable to **Elton Mayo (1880-1949) and his Hawthorn** experiment. Mayo discovered that when workers were given special attention by management, the productivity increased irrespective of actual changes in the working conditions.

The Hawthorne

studies represented a Major step forward in systematically studying worker's behaviour , thus laying foundation for the field of Organisational Behaviour.

•Contingency approach

The contingency approach stresses that there is no single way to manage effectively under all circumstances. It implies that there is no one best way of managing, but the best way depends upon the situation and circumstances. Each situation must be characterized on its own and then manage accordingly.

The contingency view (approach) of Organisational Behaviour was first proposed by **Fred E. Fiedler** who stated that management must identify specific responses to specific problems under specific situation. Hence, this approach focussed on situational analysis.

- **System approach**

The system approach to Organisational Behaviour view the organisation as a united, purposeful system composed of interrelated parts. This approach gives managers a way of looking at the organisation as a whole, whole person, whole group and the whole social system.

In doing so, system approach tells us that activity of any segment of an organisation affects the activity of every other segment.

Functional Elements of System Approach

The fundamental functional Elements of the system approach include:

- There are many variables within a system.
- There are many sub-systems contained in larger system.
- The part of system are interdependent.
- Systems are engaged in some process- require input and produce outputs.
- The input-process- output is ongoing and repetitive in nature
- Systems produce both positive and negative results.
- The consequences of system may be short term, long term or both.

Thus, system approach compels the managers to take a holistic View of the subjects

Sub-systems
Goals and Values
Technology

Inputs.

Structure.

Outputs

Psycho-social

Managerial

Public

Government

REFERENCE

Dr. F C SHARMA
PUBLICATION: S B P D
Publications

THANK YOU