

# Organizational behavior



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Organizational Behavior A company or an organization needs sound management framework at its top so that the staff and the employees working at different levels feel at ease with the job as well as the working environment. This indeed is very important as it builds long-term credibility of the organization that it cares about its employees and not just the customers and in cases profits and revenues only. A formal organization takes into account the role of leadership at the top and the manner in which this leadership is basically carried about, both in the interests of the people within the company as well as the company itself so that the end result is one on which everyone solemnly agree, that is to make the company thrive from a revenue-generating angle and image building aspect in the long run. The company that we are talking about in this paper does not have decentralization embedded deep into its roots and hence the employees are not able to make decisions on their own which is a setback in its due right. However, when we compare the same with the software giant Microsoft we come to know decentralization has been applied as a principle in this organization so that it could easily mold itself with the team management concepts that are so very prevalent there. This has thus provided a sense of autonomy to the company and more so its employees who now know how to manage their own selves in the best and the worst of times as well as the ways in which they can effectively contribute in their own capacity towards the betterment of the company and their own personalities too. Similarly, the organizational structure in place for Hewlett Packard (HP) is a decentralized one, much like that of Microsoft as it has involved stakeholders at all levels to come up with their own decisions, however some might be challenged every now and then, so that the company functions as a single unit and not a

disjointed one.

The informal structure of an organization lays the foundation for the formal hierarchy, as people are more easily able to relate to each other as well as to the company for which they are working day in day out. This informal structure builds a sense of trust and belonging within the people and they can easily contribute to the single basic benefit on which the company has housed its attention upon, either to earn benefits at an exorbitant rate or to satisfy the customers/consumers with no holds barred.

The grapevine can really build the basis for the formal structure and becomes quite a factor in the final analysis. Similarly, when we speak about Microsoft and Hewlett Packard, the informal structure thriving in them has really raised the productivity levels of their employees as they feel contented with their respective jobs as well as make an earnest effort to be on their toes whenever there is a trouble and at times, before a hurdle comes by. In other words, they are both reactive as well as proactive in their approach and hence this is a good omen for these companies in both the short term as well as the long run.

Bibliography

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Word Count: 538