

Organisational behaviour trends analysis essay



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With the realization that formidable analysis of the organization is necessary in order to provide a clear understanding of the attributes that contribute to success, this investigation considers the development of such an analytic framework for understanding the overall success of the organization. In particular, this research examines the organizational behavior of General Electric and how this behavior has contributed to its overwhelming success in recent years.

Through a careful consideration of the current trends that are taking place in the context of organizational behavior, it should be possible to provide a more integral understanding of how these trends have impacted the General Electric organization at its methods for expansion and development.

Further, by examining what has been written about the success of the organization a clear overview of the dynamic interplay between the development of the organization and its internal behavior will be elucidated.

Current Trends in Organizational Behavior

In order to begin this investigation, a consideration of what is meant by organizational behavior must first be elucidated. Martin (2004) in his definition of organizational behavior argues that the term “organizational behavior” refers directly to the behavior that takes place in the organization. Martin maintains that the specific behavior that occurs in this context is directly related to the culture that has been created by the organization. Organizational culture as explicated by Martin, is the shared values and attitudes that are expressed within the organization.

Through the process of development the organization establishes a culture that affects the manner in which individuals in the organization act.

Hence, the process of organizational behavior is a direct response to the culture that has been established. In order to maintain the status quo in the culture of the organization, specific behaviors are utilized to achieve this end. With the basic context of organizational behavior defined, Furnham (2004) is able to expand understanding by examining the manner in which the organization impacts the life of the individual.

According to this author, the organization is a principle source for human interaction. As such, researchers examining the issue of organizational behavior have been highly interested in how the specific culture created by the organization can impact the overall behavior of the individual. In this context, the specific issue of how the organization influences behavior of its employees becomes an issue of paramount concern.

Organizations that are able to influence individual behavior toward the objectives of the company are able to maximize the utility of human capital.

Organizations that can effectively achieve this goal waste considerable time and money. With this in mind, it is evident that how organizations achieve these ends is essential to understanding this process. When examining the specific methods that organizations use to effectively control the behavior of their employees, it would seem feasible to argue that organizations that are successful toward achieving their strategic goals have taken positive steps to achieve this end. By the same token, one could also argue that organizations

that have not achieved their goals utilize negative paradigms that impact employee behavior.

Even though this argument makes logical sense, researchers examining the success of the organization in the framework of organization behavior note that this is not always the case. For instance, Sugarman (2001) argues that coercion can be used by leaders in the organization to ensure the compliance of individual employees. Although coercion can be an effective means for motivating employees toward achieving a specific strategic goal, it is clear that this process is one that does not create positive interaction between the organization and its employees.