

Organizational behavior essay example

[Business](#), [Management](#)



Organization behavior

Organizational behavior is very central in ensuring better interpersonal relationships, culture and collaboration to achieve the set goals and objectives. The attitude of organizational stakeholders is very crucial. To ensure proper management, the employees should exhibit positive attitude towards other stakeholders. This should be shown by the way they make evaluative statements and pass judgments towards other stakeholders or organizational strategies and activities. Positive attitude towards the organization will motivate the employees and lead to job satisfaction. This requires planning and control so that every employee knows his or her duties. Conversely, employees with negative attitude will be dissatisfied with their work and job outcomes. With job satisfaction, the employees will show positive cognitive attributes as they interact with clients and help shape their opinion and beliefs towards a given product. Such an attitude also has affective component where employees feel as part of the organization who are motivated, rewarded and recognized. Such attitudes would be reinforced by proper planning and control so as to make employees behave professionally and skillfully towards their jobs and clients. Any aspect of cognitive dissonance should be dealt with by management through motivation to enhance job satisfaction.

Moods and emotions affect organization's behavior negatively and positively. This requires proper control from the management. These factors affect a person's temperament, personality and motivation. According Bono and Ilies (317), " positive emotions expressed by the leaders have a direct positive influence on the group mood". Negative moods among the employees would

make them judgmental towards their bosses and the clients. They will also have bad perception of issues as well as emotional imbalance. Mood may lead to stress and heart attack. However employees with positive mood are more organized, have less stress, and are flexible and objective. They are emotionally stable and work as a team.

Work Cited

Bono, Joyce and Ilies, Remus, Charisma, Positive Emotions and Mood Contagion, The Leadership Quarterly, 17, (2006), 317-334.