

Organizational behavioral terminologies and concepts



Boeing company program c-17 long beach is a component of Boeing commercial airplanes that produce 717 twinjet and support in-service airplanes. It was opened by Douglas Aircraft Company in 1941 and Long Beach site in California and it happens to be part of Boeing as a result of merger of Douglas and Boeing in 1997. (Boeing, 2008) Behavior refers to actions and reactions of different people. An organization could be referred to as a place where different people meet to execute laid down goals and objectives.

This paper attempts to capture different organizational behavior and ethical terminology and how some relate to our Boeing Company. Organizational Behaviour According to Desautels Faculty of Management, McGill University, organizational behavior is a collection of theory and research that focuses on individual and group attitudes, cognitions and behaviors in the workplace. We can also refer to organizational behavior as the different individual and group dynamics within an organization.

As a Boeing company employee one common behavior in our organization is that, everyone has worked in planes. Hartman, 2004 pp. 23) Organizational culture This is the personality of an organization, which mainly comprise of values, assumptions norms, artifacts and behaviors of the members. (Norman, 1999 pp. 120) Employees in our Boeing Company are highly skilled hence a very good example of one of our organizational culture is that, you do not remain in the same rank for a long time therefore people are promoted on yearly bases in regard to our performance and qualifications. Diversity This could literally be taken to mean different.

People with totally unlike/uncommon interests when I hear the word diversity the one obvious thing that comes to mind is the common saying that: 'diversity is our strength. ' Working in Boeing Company has been the most enriching thing in life. It has given me the chance to interact with diverse people both culturally and professionally. Diversity in our company has brought about productivity and enhanced teamwork Communication is commonly referred to as the exchange of information or ideals from one person to another, through the use of a certain medium.

The most common modes of communication are radio, television, mobile phones and e-mails. Communication is fundamental in any given organization; there can be no functional organization without communication. People need to communicate for them to work effectively. In our company will use e-mails and telephone as our means of communication to whatever department in the company. We also have a monthly breakfast meeting where we meet as a company to do a SWOT analysis of different departments that way, we are able to stay informed and focused.

Business ethics This is all about a company's integrity, start-ups and work-life balance (Markkula center, 2007) In our company we have a ethics and business conduct which is aimed at ensuring that all the employees understand the values and standards of ethical business and further inform them on the company's policies and procedures in regard to ethical business conduct, it also helps establish a criteria to assist all the company employees to obtain guidance and resolve questions regarding Boeing values and standards of conduct.

One very good example of business ethics in the company is the mere fact that one has to sign and abide by the Boeing Code of Conduct. We also have an ethics and business committee which is responsible for ensuring that expectations of the code are followed to the letter. (Boeing, 2008) Change Management “ Nothing endures but change” Heraclitus (540BC-480BC), from Diogenes Laertius, Lives of Eminent philosophers. Change management is all about trying to manage change in the company that is making of changes in coordinated and organized or systematic way.

It is always important to implement new ways of doing things in an ongoing organization. Some of these changes come about as a result of outside factors which cannot be ignored example as a result of competitors, change in economic tides and currents, legislation, political and economic unrest. In our company we have had to under take a lot of changes example to expand our company site, change the design of our jetliners and military aircraft. (Hartman, 2004 pp. 27)

Conclusion Despite the organization that one works in, it is important to note that we all have things in common when it comes to organizational behavior and ethical responsibility. Every work place is unique; each day is a learning process since we all have much to learn from each other. Since an organization is made up of different people within different departments with very diverse cultural orientation therefore it is of key interest to under how such people adapt and interact in a work environment.