

Organizational so  
crucial in  
understanding how  
their



**ASSIGN  
BUSTER**

## **Organizational Culture and behavior**

Culture and behavior of an organization tend to have a similar meaning and are very important in determining the way the operations of an organization are carried out.

The concept is essentially concerned with the way employees of an organization think, hence become so crucial in understanding how their performance can be increased, make it cost effective, and ensure that their services are well utilized in the organization. For one to comprehend the meaning of the above statement, one should first of all have an understanding of what the term culture entail (Schermerhorn, Hunt, & Osborn, 2005). This term implies the customs and beliefs that are followed by a certain group of people who live together.

For instance, every ethnic group has specific values that it upholds and maintains from generation to generation and must be respected. So, when it comes to an organization the same meaning applies whereby there are specific stipulations and codes of conduct that each and every staff is bound to respect without any compromise. This implies that each and every employee is supposed to behave within these stipulations. Organizational cultures can further be categorized by use of a pyramid whereby the lowest part illustrates the artifacts and behaviors which are most concrete of all cultures hence describe more about an organization. The other category comprises of the values which are responsible for controlling suppositions and conduct of the personnel.

The last and top most section shows the hypothesis and principles which form the most essential part of this pyramid and are very abstract. They are the hardest aspects to inculcate into the employees mind, but once they are assimilated they influence greatly how the staff follows the other elements of culture (Robbins & Judge, 2010). Organizational behaviors on the other hand have some link with culture due to the fact that the later determines the kind of behaviors to be adopted in an organization. Organizational behaviors involve the kind of conduct that is followed by employees in organization. It forms a very basic and crucial aspect that needs to be put into consideration within the organization. The kinds of behaviors that are exhibited by the staff of business are influenced by the standards that are set by the organization.

This means the behaviors of employees is limited to the expectations of the firm. The importance of knowing about organizational behaviors is to help organizations come into terms with the conduct of their human resource and learn how to mould the behaviors into what they want and is best for the business (Schermerhorn, Hunt, & Osborn, 2005).

## **Organizational Diversity**

Diversity has become a common scenario in the society since it touches on very many areas of people's lives such as on the nationality, educational levels, social status and many other elements that have varied characteristics.

All these aspects have had a diversified nature hence making organizations to put this into consideration since it is now obvious that they must cater for all these differences. It has become a hard task for organizations to offer

employment to people in a manner that ensures equitable distribution of the opportunities to all the people in a particular area so as to meet the needs of all the individuals in the society. This therefore demands that the organizations in the present time should be ready to accept and adapt to the dynamic society that is there nowadays.

For an organization to be perceived wholesome it must be at a point of having diversified team of members and at the same time should be offering goods and services that meet the needs of all kind of people in the society. This has led to a great change in the operation of many organizations whereby they have put in place mechanisms that enable businesses to cater for the wide range of people that have come up. In typical organizations, the Information Communication Systems such as computers and the Internet have enabled managers to diversify the operations of their organization due to the fact that there is timely and accurate information.

### **Organizational Communication**

For an organization to have a smooth running of its operations, it must have a good communication system. Organizational communication is viewed as the freedom to convey information between the executives and the staff which facilitates better performance. This helps the members of an organization to have a good correlation. This happens by selecting communication skills that are able to cut across the different class of people within the organization. Proper communication systems in organizations have led to many positive changes which can be described by the rapid growth of a company.

Communication has enabled organizations to become more innovative and has also streamlined the mode of management. Effective communication has also enabled businesses to meet the international levels of standard since they can be able to interact on a global platform. Organizational communication has been facilitated by the advancement of technology that has made the world to seen as a global village. This has widened the organizational scope hence improving the operations and quality of work that is done by businesses (Miner, 2007).

### **Business ethics**

Business ethics refers to the conduct that organizations are bound to follow as it executes its day to day operations with the society and the environment in general. Each and every business has its own kind of ethics that define how it carries out its deals, which does not only involve how it relate with the large population but also on the individual consumers and parties that are associated with it. Business ethics have come in handy, more specifically on the kind of status it acquires. In the current world most of the legitimate organizations have moved from the era of being profit oriented to an era of minding the rapport they have with the customers and the world at large.

The survival of many organizations in the present world has been sustained by the kind of ethics they possess (Miner, 2007).

### **Change management**

Organizations have the role of offering goods and services to the consumers and also the duty of carrying out changes that are relevant for the company's development. Change management refers to the way an

organization carries out important amendments in a manner that depicts order and effectiveness (Robbins & Judge, 2010). Every organization has to implement any change that is deemed relevant so as to remain competitive and within the stipulated requirements. For instance, when an organization decides to change its network system, say from local area network (LAN) to a virtual local area network (VLAN), it must consider all the costs and benefits associated with the change, among other factors. There is need to inform all the parties involved in the change, thus appropriate strategies must be documented and implemented with the aim of making such changes feasible.

## **References**

Miner, J. (2007). *Organizational Behavior: From Theory to Practice, Behavior*. New York: M. E.

Sharpe. Robbins, J. & Judge, T. (2010). *Organizational Behavior, My Management Lab Series*.

(14th Ed.) Chicago: Prentice Hall. Print. Schermerhorn, J. R., Hunt, J.

G., & Osborn, R. N. (2005). *Organizational Behavior*. (9th Ed.).

Chicago: Wiley Publishers.