

Organization behavior analysis

Business



Understanding attitudes and actions of each individual and groups towards one another and towards the entire organization and its impact on the organization's functionality is an important consideration.

The organization structure is such an important element of organization behavior taking into consideration that it stipulated the relationship between different parts of the organization, its environment and the hierarchical relationships (Griffin, & Moorehead, 2012). Even though she was a mere secretary to Katharine Parker, there is no doubt that Tess McGill was a hardworking and highly ambitious lady who wanted to engage in the big leagues of high finance while working at the mergers and acquisitions department of a Wall Street firm (Ebert, 2012). However, very intelligent Tess aggressive nature made her force her way into a party where she disguised herself in order to pose as her boss. This was not the right way for Tess to solve the conflict between her and her boss when she realized that her boss-Parker wanted to push forward her own idea as hers. The Organization structure often stipulated the chain of command and the administrative systems, which include but not limited to formalized procedures, controls and policies that guides operations of the organization. Personality trait theories especially the big five-personality trait is an important element of organization behavior.

This is based on the fact that the big five personality trait can helps us understand deferring personality traits (Griffin, & Moorehead, 2012). Key dimensions of personality discussed in the big five personality traits, which include openness, conscientiousness, extraversion, agreeableness and neuroticism can help us understand the personal traits of each employee n

the organization. For instance when analyzing dimension such as openness one can easily know that Tess McGill is a creative and curious character considering that she came up with big ideas that her boss Parker presented as her own. Additionally when analyzing the dimension of agreeableness it is easy to understand that Katharine Parker is antagonistic and suspicious towards others unlike Tess who is quite compassionate and friendly taking into consideration that she got along well with several fellow employees when her boss was on sick leave. The motivational theories of organizational behavior are also in play in the film.

The assertion that Tess has been working on a secretarial job for a long time is a good indicator on how things will likely pan out. That Tess is unmotivated is obvious from her not getting promoted even as it has been shown she has the potential for bigger things. The instance of her coming up with a good business idea for her new employer is an example of overlooked opportunities (Miner, 2005). It says a lot for her not being promoted and her employers not offering her the needed motivation. Her new boss Katherine is also culpable in not offering motivation to her by trying to use her idea for her companies benefit without giving her the due recognition.

Of great importance in the film is the aspect of systems theory of organizational behavior. It would seem that the two firms for which Tess works for do not adhere to the systems theory for effective organizational management. The two organizations that Tess works for are guilty of a lack of feedback and openness which result in severe consequence of turnover and contravention of the law of trust in Katherine's case (Ebert, 2012). The management of the two organizations does not emphasize on the aspect of <https://assignbuster.com/organization-behavior-analysis/>

building of relationships between the management and the subordinates. This is what results in a lack of motivation resulting in Tess being unmotivated.

The lack of formation of relationships is also the reason for the lack of promotion as the management in not having a relationship with Tess could not come to the knowledge of her value to their organization (Miner, 2005).