

Insights gained from the course

[Psychology](#)



Insights Gained From the Insights on Organizational Behavior Organizational behavior is one of the most vital issues in business today as it revolves around the business environment and strategies that can help sustained performance of organizations in to the future. Having learnt about organization behavior in this course, it is very crucial to examine the various insights that can be drawn from the course. One question that is very important in this regard is whether organizational behavior is important to organizations. One can also ask themselves the importance of organizational behavior to psychologists. Cascio and Aguinis (2008) endeavored to give organizational behavior a psychological approach, unearthing relevant knowledge for industrial psychologists in an area that had seemed more or less forgotten. The revelations of these two authors have been a major source of the insights gained from this course.

One of the most prominent insights from the course is the fact that organizational behavior has led to creation of better environments in the workplace in both public and private organizations. Individuals can establish great relationships in an organizational environment and forming a strong family, making the organization a home away from home. At the workplace, people can find mentors, protégés, and peers with whom they can share a wide range of information. The idea of viewing the organization, as a family is very significant in organizational behavior as it ensures the employees and other stakeholders are more committed to the organization and its vision. Another great insight from the course is the concept of servant leadership. This is very important in the relationship between the management and employees. Servant leadership is very important to industrial psychologists as it is one way of strengthening the bond between the employees and

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management and paints a humanistic view of the organization like a human family.

Most Important Concept Gained from Course

There are various concepts from this course that are significant to organizational psychologists. The most important concept from the course however is employee empowerment. I concur with this post that Butte (2006) video from Week 10 was very instrumental in putting this point forward. Empowered employees have the motivation and the courage to drive the organization towards achieving its objectives. In the video, Butte explained that most of the employee in the finance department had a low opinion of themselves and did not feel like they were part of the Wall Street organization that is associated with huge sums of money. This raises the inquiry as to whether the employees are empowered enough to feel like they are in the best status to carry on with their daily business.

There are very important issues that Butte noted from these employees such as the fact that they were in a very different office with outdated systems. Her move to empower the employees through changing their systems and improving their own welfare at work as well as inviting each of them to become strategic partners in the organization was a very clear gesture of how employee empowerment can be important to an organization. Employee empowerment entails recognizing the role of each employee in the organization and making each employee feel appreciated in the workplace for his or her unique contribution. The concept of employee engagement is therefore the most important concept from the course due to the impact it can have on the general performance of the organization.

References

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