

# Final integration paper human behaviour in organizations integrated term paper

[Business](#), [Company](#)



**ASSIGN  
BUSTER**

## **Human behaviour in organizations integrated**

This write up adopts a critical analysis of the theoretical frameworks and models of organizational behavior in different organizations. The paper adopts a critical evaluation of various situations in the organization of companies and a personal experience in basketball. The paper views the case studies of the various companies with a critical approach intended to proffer the points on organizational behavior as per the lectures.

## **Theoretical models and overview of Organizational behavior**

The definition of power and relations in a company or organization has received much acclaim from various scholars and writers of the time. Yang (2001) defines power as a person's potential to have an effect or impact on another person. This is the basis on which the organization leadership of various companies is pegged. The human behavior in organizations undertakes a multiplicity of designs and relational models. This is due to the ever-interaction models of change in the perception of the way things and errands are run in the companies of interest. Hoogervorst et al (2004) speculate that a company's change of leadership and the relational capacity and nature of the organizational behavior is determined by the transcending social behavior, mission and values upheld by the organizations. This is the same factor that is reflective of the Choi and Leng Company. The case study in the company holds that during the initial stages of incorporation, the then CEO, Gaylord had a vision of establishing a new level of management in the company. Given the power and authority vested on him and his wife, the managers hired new recruits who were to manage the company. After a

successful trial and working, the company gained national acclaim and its productions spirited in an upwards trend.

However, the company was to experience a rebuttal on its environmental conservation and waste management. The company was to engage the government's good riddance to help reconstitute the situation. This was done in accordance to the ethos and guidelines of environmental conservations and government guidelines. Hoogervorst et al (2004) note that if companies have to establish themselves fully in the business world and competitive favorably, they have to operate within the legal framework advanced in the country. Therefore, the Choi and Leng Company have demonstrated a back leaning onto the good business ethics and, therefore, providing a robust framework upon which the prevalence of success is based (Yang, 2001).

## **Managing conflicts and change**

One of the major problems of most organizations is the management of conflicts in the organizations. McDonald and Nijhof (1999) contend that most of the organizations are torn between the leadership struggles at the expense of business transactions in the market. This indulgence has been found to affect the production quality of most organizations, and they thrive on good rapport among its staff and employees. Consequently, reputable management, and presence of peace and collaborative support from employees and staff forms the best way in advancing organizational values. The case study of the Western Union under Christine Gold presents a compelling case of study. The Western Union started under a new dispensation in the US and with many partners in the organization. Gold

notes that its mission and aspersions were based on the drive of becoming a leading source and form of money transfer among the immigrant communities. While this was the case, the company also adopted a more strict approach in terms of management and the investment policy.

One of the main things reflected in the organizational behavior and management of change was the act of managing multicultural orientation of the company. Hoogervorst et al (2004) develop that one of the major characteristics of international companies is the multiculturalism and diversity in the number of employees. As of 2002, the approximation number of Western Union employees was 45000 globally. This is a direct manifestation of the vast cultural diversity exhibited in the company.

Management of such a group needs one to full understand the dynamics of the entire business transaction (Yang, 2001). In her model of change; similar to the Ice Cube Model of change, Gold advanced a method where the central leadership, which was based in America, had to be dissolved so as to give room to the new form of leadership in the decentralized states. This, therefore, meant that the company had to change the organization policy of its products and services to the international clientele.

Of interest to note are the cultural differences. Yang (2001) argues that the cultural differences in an organization should be viewed as a benefit in terms of investment rather being seen as a potential dragger in the advancement of business. To Gold, managing the multicultural population in the company was an easy thing if the top management took time to listen to the voices of the people. This confers with Yang (2001) ideas on the management of a new company in a multicultural setting. Further still is the emphasis laid on

the importance of communication skills. Gold noted that motivation is not only about the idea of talking of payment, but rather listening. This compelled her to ask every salaried member of the company to write thank you messages to the sales team. The response was unanimous with members responding in large numbers.

## **Diversity and leadership**

Hoogervorst et al (2004) argue that organizational strength lies in the unity of purpose. The transcendence of unity serves the purpose of ensuring that the company has the unity of purpose in terms of its vision and goals. This forms the basic rubric upon which the good transactions of the company are based. Unity means that the company has a directed vision in terms of the goals and the mission advanced by the management. Christine Gold advances that the diversity in the cultural orientation, in the company, meant a lot of resources in the company. This was in terms of the resources that the people presented. Every person and culture of a people if different, and, therefore, contains a certain trait that can be exploited at the expense of another (McDonald & Nijhof, 1999). To Gold, the markets in Africa, Asia and China, and the Americas laid a solid basis upon which the business transactions were to be based. For comprehensive diversification in the number of brand development and the products of companies and organizations, laying of foundations on the ground level is necessary. This is the approach that God and his new management team adopt in the company. Gold holds that the new company was to engage the local partners and agents in trying to get the market hold. This was responsible for the

development of a strong market position in the region and the entire of the world.

## **Personal experience in the Basketball Team**

Having played in the basket team for years, I have come to learn a lot of things in the field with regard to the organizational behavior of various members in team. McDonald and Nijhof (1999) contend that teamwork is based on the mutual understanding that whatever the group does is meant for the good of all the members. This has been the winning secret of the team. When all members understand the need to have equality and structure of work, there will be an easy transition in terms of the transition undertaken (McDonald & Nijhof, 1999). In order to boost teamwork and improve on the activities of the team, the team has to have a working formula, leaders who organizes the actions of the group, and leverages the actions undertaken by the group (Yang, 2001). This forms the initial steps towards clinching the goals of the team. Yang (2001) posits that the interactional ability of the team members forms the basic steps towards clinching better management of team member as all members understand each other and work with a vision to meeting targets. The basketball team at the NBA games and other small team leagues has proved these models of leadership and organizational behavior of various characters. This is majorly portrayed through a number of ways in which the team has been organized. First of all there is a formulation of the interests of the group that have to be clinched by all the members. Understanding the view of the members and their needs forms the first step towards understanding the relations between

the team members. Just as, Christine Gold notes, the understanding of the members' idiosyncrasies and their character traits is far much rewarding in determining the way forward for the team. This is backed by McDonald and Nijhof (1999) proposition which holds that the members of a team in a leadership position should develop sound communication strategies. The strategies used in the communication models are responsible for the establishment of the ground level communication platform upon which virtues, ideas and the realization of endeavours are pegged. Hoogervorst et al (2004) observe that communication is responsible for harmonizing differing attitudes and conflicting decisions. Backed with strong leadership positions from the team captain, who is the overall overseer of the team's functionality and following of instructions, the team's success becomes unbound by the little pressures of leadership mishaps. Therefore, the leadership position that is taken by the parties of relations in different categories is a manifestation of the qualities of human organizational behavior unique to those parties.

## **Conclusion**

Human organizational behavior is a complex area in terms of understanding the way various human traits dictate the relations of people in different categories of leadership and interactions. While human interaction is affected by the personal idiosyncrasies, there are various other models of behavior that seem to play a critical role in the determination of the behavior adopted by the people. Good leadership qualities and the advancement of quality communications strategies between members of the organization are

responsible for the achievement of cohesion in the normal business transactions, in the organizations. This constructs the leadership of such stands as sound, hence the achievement of organizational goals and values.

Hoogervorst, J., Van, d. F., & Koopman, P. (2004). Implicit communication in organisations: The impact of culture, structure and management practices on employee behaviour. *Journal of Managerial Psychology*, 19(3), 288-311.

<http://search.proquest.com/docview/215866597?accountid=45049>

McDonald, G., & Nijhof, A. (1999). Beyond codes of ethics: An integrated framework for stimulating morally responsible behaviour in organisations.

*Leadership & Organization Development Journal*, 20(3), 133-146.

<http://search.proquest.com/docview/226920834?accountid=45049>

Yang, K. (2001). Managing human behavior in public and nonprofit organizations. *Public Administration Quarterly*, 25(3), 518-521. <http://search.proquest.com/docview/226975324?accountid=45049>