

Organizational behavior term paper

Psychology, Behaviorism



Dear Sir I am delighted to submit an original term paper entitled " Study of Organizational Behavior in Bangladesh Organization" by my own for consideration of participating n a part of your instruction. We previously reveal all the portion of the course - Organizational Behavior through your smooth direction, and this term paper builds from our fascinating sketch to determine the condition of behavior management through the industry in this country. In this work I tried to elaborate a abbreviated picture of behavior management in Bangladesh organization.

I believethat this manuscript is appropriate to find the satisfactory requirement of your consideration whatever you demanded. I hereby declare that this term paper is my own work and the paper has not copied from anyone. Effort and all other sources of information contained therein have been acknowledged. Thank you for your consideration. Sincerely, University of Asia Pacific. Acknowledgement First I am very grateful to my Almighty for whom I can compose this research paper successfully in due time. I am obliged to my honorable instructor, Mr..

Cadenzas Chowder under whose guidance and support, this term paper is composed with patience and sincerity. He always motivated us to work on this topic. I would also like to thank Mr.. Human Kabuki, deputy general manager of Crony Group who helps me y giving his valuable time to complete the survey in his own place. The theoretical abstract I have used in this paper is based on the text part of the course - MURMUR and on the lecture of the instructor. I also insert some theoretic division from other eBooks. Table of Content Chapter Title Page No Chapter 1 1. 1 Introduction 8 1. 2 Objective 1. 3 Methodology 9 1. 4 Limitation 1. Scope Chapter 2 Literary

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Chapter 5 Conclusion Chapter # 01 Introduction Management is the set of obligations which manage an organization by planning, organizing and leading and directed at an organization's resources with the aim of achieving organizational goal in an efficient and effective manner. In an organization every manager has to manage the organizational resources and the goal would be always as productivity. In early age the managerial role of every organization find the financial, physical and human as a tool of resources to get the goal like productivity.

But today the management of organization rethink that the human resources are not only as a tool of business. They have a colorful mind which works differently in the time of work in terms of productivity. It has to be managed to reflect a better output in terms of productivity. So from when the management starts to manage the behavior of human resources then a new theory of management was spring upped through the society of organizational management called behavior management or organizational behavior. Organizational behavior is the systematic study of human behavior, attitudes and performance within an organizational setting.

In every organization there are some people who work in it. Different people has different act of behavior. Sometimes the company is affected by these different behaviors in terms of productivity. Then it would be essential to manage their behavior by the managerial role of the organization. When they do so, then it would be called that the organizational behavior is applied through the organization. In modern time every organization need to

manage the behavior of their human resources in order to survive within competition, because it has an ability to arise some extra output by the same resources in terms of productivity.

In order to provide an understanding of what goes on at the organization, we need to study about the whole animation of the organization. In this term paper I observe the managerial action of a company and find out some level of observation to identify the nature of management. The whole work whatever I performed in this study was based on the behavioral management that ponders the management of the human resources in terms of behavior to bring out a better productivity in an organization. The main objective of this study is to find out that the behavior management is applied or not in an organization in real life.

So, I had gone to a very popular garment factory ; Bantu Color Tex' the mother factory of the ; crony Group" in Marrying. This is a labor intensive industry which deals with huge number of labors in terms of management within their daily operations. In order to survey the study I had meet with their some top and mid level employee as well as managerial role especially ; Mr.. Human Kabuki" the depute general manager who assemble me with their whole management of behavior management for their workers.

1. Methodology All the information of this study was collected on both primary and secondary sources. The secondary sources were used for fixing the theoretical part of the paper and the primary sources was used to gather the information that related to the analyzing section. All the findings of the research section is animated by my own piece of study that gathered

from the direct meetings with the deputy general manager of ; crony Group". During the time of study there are some limitations which arise and biased my direction of efficiency.

First of all the time shortage was a big problem to complete the paper effectively. Secondly the unmanageable path through which I had to go to the managerial role to complete the survey. Thirdly the time of interview, this was too short to know the complete sketch about the company. And after all the immunization via; the communication via with the people during the study was in local language. So it kills my lot of time to translate their word to our program language. And I have also need to explain some basic concept of organizational behavior briefly to the manager.

During the time of the survey of this report I also face a unique problem to meet the requirements. That was the weather. The report covers the whole picture of behavior management of Crony Group. This report especially emphasizes on the different categories of the managerial role to manage the labor to upgrade the productivity. In future if any report or research paper or term paper is processed to make about human behavior management then this piece of work will help and indicate some scope to implementation in effect.

Chapter # 02 Meaning of Organizational behavior Organizational behavior is the systematic study of human behavior, attitudes and performance within an organizational setting; drawing on theory methods and principles from such disciplines as psychology, sociology and cultural anthropology to learn about individual perceptions, values, learning capacities and actions while

working in groups and careful application of knowledge about how people- as individuals and as groups- act within the total organization; analyzing the external environment's effect on the organization and its human resources, missions, objectives and strategies.

Fundamental concepts connected with Organizational behavior Fundamental concepts are basic principles that form a strong foundation for BOB. B has a set of fundamental concepts revolving around the nature of people and organizations. The Nature of People The six basic concepts relevant to the nature of people are: Law of individual differences-Each person is substantially different from all others in terms of their personalities, needs, demographic factors and past experiences and/or because they are placed in different physical settings, time periods or social surroundings.

This diversity needs to be recognized and viewed as a valuable asset to organizations. Perception- Perception is the unique way in which each person sees, organizes and interprets things based on their background of individual differences. Each person reacts not to an objective world, but to a world judged in terms of his/her own beliefs, values and expectations. Sometimes it may lead to selective perception in which people tend to pay attention to only those things that are consistent with or reinforce their own expectations.

Selective perceptions may lead to misinterpretation of single events at work or create a barrier in the search for new experience. Managers need to recognize the perceptual differences among the employees and manage them accordingly. A whole person- People function as total human beings.

People are physical, mental, social and spiritual beings and the organization actually employs the whole person rather than certain characteristics.

There are spillover effects between the work life and life outside work and management's focus should be in developing not only a better employee but also a better person in terms of growth and fulfillment. If the whole person can be developed, then benefits will extend beyond the firm into the larger society in which each employee lives. Motivated behavior- Individual's behavior is guided by their needs and the consequences that results from their acts. In case of needs, people are motivated not by what others think they ought to have but by what they they want.

Motivation of employees is essential to the operation of organizations and the biggest challenge faced by managers. Desire for Involvement-Many employees actively seeks opportunities at work to become involved in relevant decisions, thereby contributing their talents and ideas to the organization's success. Consequently, organizations need to provide opportunities to the employees for meaningful involvement. Value of the Person- People wants to be treated with care, dignity and respect and increasingly they are demanding such treatment from their employers.

They want to be valued for their skills and abilities and to be provided with opportunities to develop themselves. For performing these roles, skills required by the managers are:

- 0 Technical Skills- The ability to apply specialized knowledge or expertise
- 0 Human Skills-The ability to work with, understand, and motivate other people, both individually and in groups
- Conceptual Skills-The mental ability to analyze and diagnose complex

situations Framing the study of Organizational behavior The study of B involves A. The Organization's Environment B. The Individual in the Organization C. Interpersonal Influence and Group Behavior D. Organizational Processes, Structure and Design Models of Organizational Behavior Models of Organizational Behavior constitute the belief system that dominates management's thought and affects management's actions in each organization. It is very important for the managers to recognize the nature, significance and effectiveness of their own models as well as the models of others around them.

Assumptions about Employees- Theory X and Theory Y by Mac Gregory (1957) THEORY X The typical person dislikes work and avoids it if possible The typical person lacks responsibility, has little ambition and seeks security above all Most people must be coerced, controlled, and threatened with punishment to get them to work With these assumptions the managerial role is to coerce and control employees THEORY Y Work is as natural as play or rest . People is not inherently lazy.

They have become that way as a result of experience People will exercise self direction and self control in the service of the objectives to which they are committed People have potential. Under proper condition they learn to accept and seek responsibility. They have imagination, ingenuity and creativity that can be applied to work With these assumptions the managerial role is to develop the potential in employees and help them release that potential toward common objectives.

Five Models of Organizational Behavior- The five models of Organizational Behavior - Autocratic, Custodial, Supportive, Collegial and System, in the order mentioned, represent the historical evolution in management practice. Organizations differ amongst themselves in the model practiced by it. The practices may vary within the departments or branches of one organization. Also, the practices of individual managers may differ from their organization's prevailing model because of the manager's personal preference or different conditions in their department.

The models of organizational behavior Autocratic Custodial Supportive Collegial System Basis of Model Power Economic resources Leadership Partnership Trust, Community, Meaning Managerial Orientation Authority Money Support Teamwork Caring, compassion Employee Orientation Obedience Security and benefits Job performance Responsible behavior Psychological ownership Employee psychological result Dependence on boss Dependence on organization Participation Self discipline Self motivation Employee needs met Subsistence Security Status and recognition Self actualization Wide range Performance result Minimum Passive cooperation Awakened drives Moderate enthusiasm Passion and commitment to organizational goals. Motivation MOTIVATION Motivation: the processes that account for an individual's intensity, direction, and persistence of effort toward attaining a goal, specifically for B, toward attaining an organizational goal. Intensity: how hard a person tries to meet a goal. Direction: efforts are channeled toward organizational goals. Persistence: how long a person maintains effort toward a goal. The

Motivational Framework Visualizing how motivational processes occur
Need: Anything an individual requires/wants

Need deficiency: Leads to need to satisfy the need
Goal-directed behaviors: Result from trying to satisfy the need deficiency
Rewards/ Punishments: Consequences of the goal directed behavior
EARLY THEORIES OF MOTIVATION
Maslow's Hierarchy of Needs Theory
Figure: The Hierarchy of Needs
Adapted from Abraham H. Maslow, "A Theory of Human Motivation,"
In this, perhaps best known (and least supported) of all motivational theories, Abraham Maslow proposed that there are five levels of human needs. As each of the lower level needs are satisfied, the next unsatisfied need becomes dominant.

Satisfied needs no longer motivate, only unsatisfied needs motivate people.
Physiological: lower order need, includes hunger, thirst, shelter, sex, and other bodily needs. Lower order needs are satisfied externally, through forces outside of the person.
Safety: lower order need, includes security and protection from physical and emotional harm.
Social: upper order need, includes affection, belongingness, acceptance, and friendship.
Upper order needs are satisfied internally, that is, from within the person.
Esteem: upper order need, includes internal (self-respect, autonomy, and achievement) and external