

Week 1 discussion

[Business](#), [Management](#)



Organisational Behaviour Organisational behaviour is a very fundamental concept in the study of management across organisations. It basically borrows from several disciplines and study areas thereby giving it an illuminative meaning. In its simplest connotation, organisation behaviour relates to the expected conduct of individuals in the organisation. Indeed, it is known that personality differences create dissimilarities in the conduct of people. As such, no two individuals can act in exactly the same manner. At the same time nobody has all the positive attributes normally expected of humanity. The study of organisational behaviour therefore becomes very important in this respect.

Leaders and managers are expected to be in a position to understand and predict the behaviour of the employees in the organisation. This calls for wide knowledge in the relevant aspects relating to organisation behaviour. It is a matter of emotional intelligence, job design, organisational culture and such other aspects that make the bulk of organisational behaviour. These factors are very critical in the determination of the individual behaviour and character within the organisation. It creates the essence of having a proper organisation culture which normally does a lot in reshaping the behaviour of individuals within the organisation.

Managers should be capable of instilling a sense of motivation and team spirit within the employees so that organisation objectives are better addressed. The scope of organisation behaviour transcends employee motivation, leadership, impact of personality traits on performance and other psychological factors that define human character. In any case, organisation behaviour deals with the impact of individuals, groups, and organisational

structure on human character and behaviour within the organisation (Ivancevich, Kanopaske and Matteson). The ultimate concern is normally to utilize these aspects so as to create value for the organization considering that good organisational performance mostly relies on good behaviour from the employees.

Work Cited

Ivancevich, John M., Robert Kanopaske and Michael T Matteson.
Organisational Behavior and Management. New York, NY: McGraw Hill-Irwin,
2011. Print.