

# Organisational behaviours and hrm

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



Organizational Behavior Organizational Behavior " Organizational behaviors is the study of the behavior, attitudes, and performance of people in an organization (Robert, 2012). Robert stated that this area concerns how employees work contributes to or detracts from the effectiveness of the organization. Human resource, on the other hand, is " an exercise in human engineering. (Denga, 1996). People have needs, problems, feelings temperament, etc. which they come along with to these institutions. These characters have to be checked carefully to ensure non affects the organization negatively.

Human resource management and staff management may differ in so many ways depending on the scope, nature of the roles and even the services with human resource management being broader in perspective in both compared to staff management that is narrower in perspective. They too have similarities. The similarities can be summarized in terms of; Payroll & Associated Tasks, new staff recruitment procedures, the documentation processes, and models. In terms of models, both focus on the significance of integrating personnel and human resource management techniques with organizational objectives (Armstrong, 2006) so that both can aim to achieve a common overall objective.

The organizational behavior concept and human processes are quite basic in relationship. Organizational behavior concept manifest themselves as some regulations or guidelines that define how employees in a given organization should conduct themselves when they want to engage themselves within certain activities like politics, examples include; organization culture, politics, and ethics. Human resource management, on the other hand, is concerned

with implementing the said concepts by doing whatever is necessary to develop strategies of setting rules for the concerned employees. Example, under the organization concept of organization culture, human resource will be concerned with acting as an amplifier of the organization culture using any communication means like employee orientation to help him/her understand the said culture. The same is true for other concepts.

The primary responsibility of a human resource manager is to ensure that human resources are utilized and managed as efficiently and effectively as possible (Saiyadain, 1999). Particularly, he/she does; recruitment and selection as well as developing the workplace as required by the organization. He also sees through that all employees receive the required training that is relevant to their job. Others are; motivating employees, ensuring a balance between personal needs of employees and the need of the organization and many others.

Staff manager, on the other hand, has almost the same roles but limited to the offices he/she is attached to normally cost centers like an accounting department, procurement, and others. Most of the roles here are advisory and or providing information to the human resource manager.

With regards to their difference, Staff managers role is majorly advisory or supportive in nature to the employees at the revenue consuming departments like accounting and customer service (University of Roehampton, 2012). They dont make operations decisions but can provide information to line managers.

As indicated above, organizational behavior concept defines the institutions in which an organization operates, in the long run. Human resources, on the

other hand, implements these institutions. They develop strategies to follow in to meet the preset organization concept. In other words, human resource management operationalizes organizational concepts.

### Groups and Teamwork

This can be operationalized by hiring people who have shown ability to work in teams. The organization may also educate the employees on the importance of teamwork and assign roles to perform in groups for practice. The other concept of conflict can be used to solve disagreements among members of a team or intergroup as there will be rules set to guide on the interpersonal relationships in the groups.

Good relationship among different managers will help to improve the productivity of managers, as well as employees and hence the organization at large, by meeting the goal of the organization. This will be encouraged by proper guidelines on what to do, when, how and to who. With strict adherence to these concepts, the organizations as well as the employees will always be at peace. The vice versa is true.

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