Application Write-Up #2: Organizational Behavior

[Author’s name]

[Institute’s name]

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**Article Summary**

           This article on the organizational issue presented by Neil Irwin in 2019. This piece of information is adapted from the book, “How to Win in a Winner-Take-All World.” The focal point of the author is this research article to identify specific organizational approaches that can be helpful to establish the necessary balance between organizational success and employees’ overall satisfaction. The author of the article comprehensively explained the practical approach of Brett Ostrum who was performing his managerial services for Microsoft in the form of in charge of the company’s computing devices. The statistics of the Microsoft business explicitly indicates that Ostrum and his managerial team was doing incredibly well in the market by grabbing a huge share of the market in early 2018. It is noteworthy to mention that besides the outstanding organizational approach in the market, employees of the department mainly facing the concern of low job satisfaction (Irwin, 2019). A deep analysis of the inner environment of the organization explicitly revealed that workers were facing chronic organizational problems in the form of their inability of developing a work-life balance.

           The growing unsatisfaction of skilled employees was one serious concern for the management because it can potentially threaten the strategic domain of the company. It was important for the management to find the main causes of this growing problem to offer possible solutions. Critical analysis of the entire organizational situation indicates that employees mostly facing the issue of overburden by middle managers that eventually create work performance issues for them. The growing issue of miserable employees can be observed in many other forms considering the environmental issues in organizational settings. Currently, there is a need for providing better working opportunities to the employees so they become to successfully address the growing phenomenon of organizational change. The establishment of power-driven technological advances is the significant perspective of organizational change that is eventually linked with the performance level of employees.

**Application of Relevant Organizational Behavior (OB) Models**

           It is significant to critically discuss the organizational issues identified by the author under the spectrum of OB. This specific approach is vital to explore possible organizational solutions when it comes to providing a better organizational environment to all the workers. Application of suitable OB framework according to the changing organizational needs is important to measure to create a necessary balance between organizational performance and overall well-being of the employees. The decreasing rate of job satisfaction is one ingoing organizational aspect that influences the overall domain of the organizations in a great manner. Application of suitable OB ideas and theoretical perspectives in an organizational setting is important to offer a better working environment for the workers.

           People working on managerial positions play an important role in successfully deals with the growing issue of workers’ declining job satisfaction. The first proposed practical step for the managers to obtained complete information to recognize the actual aspect of consideration. The adoption of a suitable organizational behavior model or framework is vital to examine the main cause behave adopted by people within the organizational environment. The supportive model of OB can be considered to examine different dimensions of the issue of unsatisfaction of employees in an organization (Boiral, Talbot, & Paillé, 2015). The theoretical framework of the support model can be useful to identify potential causes that eventually increase the risk of miseries of employees highlighted by the author in the selected.

           A specific OB concept in the form of a supportive model is a possible solution to successfully address the problems appears due to improper working association between managers and the employees. The core foundation of the supportive model of OB is the establishment of a useful leadership domain with the proper managerial alignment of support. The application of this theoretical model in an organizational context eventually becomes the reason for the growing form of higher job performance and participation by the employees working on different organizational levels. It is crucial to mention that the basic foundation of a supportive model as an OB framework is leadership. It is important for the leader or the manager to adopt an appropriate managerial leadership style in order to provide better working conditions to all the employees. Successful application of a flexible leadership style can be helpful for the manager and employees to build strong communication and association. The flexible perspective of leadership adopted by managers ultimately helps workers to appropriately behave according to the actual organizational needs. The open working environment also encourages workers to start learning from their mistakes and adopt better performance strategies for the future to meet organizational objectives and standards.

           The broad idea of a supportive model of OB can be helpful for all the workers characterized by the author of the article as the miserable workforce. The supportive role of the manager can be helpful for the stressed workers to communicate their performance issues clearly to the management. This form of consideration can be helpful to find possible solutions to the strict organizational environment and help workers to meet organizational and personal performance goals in an appropriate manner. This specific concept can be applied in the particular situation mentioned in the article where strict rules of internal transfers made it difficult for workers to concentrate on their job tasks. In this particular organizational situation, there is a need for applying a supportive OB model to align the behavioral domains of all the shareholders according to actual organizational requirements.

           Consideration of group and individual performances within an organizational context is the basic theme of the OB. Understanding the behavioral perspectives of employees in the forms of their attitudes and motivations is essential for the managers to explore the root-causes of the miserable situation of the workers. Identification of the actual attitudes of workers ultimately helps managers of the business organizations to explore the actual areas of workers’ performance that require necessary attention. Networking is another significant concept of OB that can be applied to increase the overall engagement of employees in an organizational setting. It is important for managers to adopt different channels of networking to enhance interaction with all the employees. This form of consideration helps to identify the potential issues in the form of behavior of the workers. Identification of the main reason for improper job performance is necessary to offer possible solutions.

           The framework of networking is illustrated as the goal-directed behavior which occurs in both forms of inside and outside contexts. The active role of the manager as the leader in the organizational environment is vital in the form of properly creating, cultivating, and appropriately developing interpersonal associations. The adoption of the instrument is important when people are working in groups and the behavior of one individual greatly influenced the working prospects of other group members. Integrated information is one crucial practical aspect of consideration for all the employees to successfully understand their job roles and responsibilities. The broad idea of networking in the context of organizational behavior is comprised of goal-directed behavior that helps all the stakeholders to meet their organizational and personal objectives according to actual requirements. It is important for the manager to successfully deliver important information to employees about their tasks to avoid growing ambiguities for them. The practical implications of organizational networking analysis (ONA) are one suitable practical approach that determines the active delivery of information by focusing on flexible communication approaches.

**References**

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