Organizational Behavior

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**Response to Question 2**

Organizational behavior is the study of the behavior of employees in an organization and the ways this behavior can influence the organizational goals and objectives. In addition, OB assists employees and workers to navigate through the organizational culture and how it impacts employees’ performance. Employers are able to assess the capabilities of employees during the recruitment process and guides them to find the people that can be a great fit for the company. Since there is no one perfect way to evaluate things, the theory of OB offers a set of strategies that guides an organization to craft a vibrant internal culture. OB also guides employees to understand themselves better and their peers in order to avoid any conflict. Furthermore, it also offers a roadmap for employees to advance themselves in all aspects of their organizations. Ob is essential since it improves job performance, encourages ethical behavior, promotes innovation, improves customer service, creates a positive work environment, encourages leadership, and increase job satisfaction.

OB is the study of how humans and organizations cooperate with each other. In actual fact, the organization has a big influence on humans (Vasu, Stewart, & Garson, 2017). Fifty percent of the total behavior of an OB is created by humans and the rest of it is made by the organization itself. It mainly focuses on ‘performance’ related studies. Issues such as ‘Why do people behave in a particular way in an organizational environment? Besides, what factors affect individual commitment, on the job performance, managerial as well as leadership styles, are all aspects studied in OB. Organizational Behavior is to predict and control human behavior in the workplace. It has three features that allow dealing with disruptive and adverse behavior. These are as follows:

It helps to control disputes.

It helps to motivate people

It also promotes Positive Attitude

**Response to Question 3**

Every organization has a unique culture that defines the behaviors that are encouraged and rewarded in that organization. The culture of an organization is the foundation of that organization's results. Culture could be defined as the aggregate realities of the people that make that organization, and how this organization relates to the world around it. Another way to say it is; that culture is the "Operating System" of an organization and it defines the organization's capability and capacity. Culture establishes productivity and behaviors that are conducive to the vision and mission of an organization, or it does the opposite (Chitrakar, 2017a). If, for instance, there is guidance on how to perform a task derived or supported by policy, then the task should be performed well. If the task is not being performed well then it is likely an issue of culture, not following established rules and/or eliciting behaviors that are counterintuitive to task completion, or the guidance is poorly communicating what needs to be accomplished.

It is an understandable fact that each organization is different and has unique beliefs about the way the organization should operate, regardless of the organization chart, policies & procedures, and other formal pronouncements. I have got a chance to work with an organization where the culture of my choice prevailed. I prefer organizations with formal structures, roles, and responsibilities, and I also prefer objective goals, rather than squishy ones. I prefer those organizations that are customer-oriented, but not customer dominated, besides organizations where harsh truth is preferred over good feelings. My workplace was characterized by all these cultural features and aspects.

**Response to Question 4**

 culture of an organization and change management are two relative perspectives as they go connected. To begin with, start with the term change-it alludes to numerous conditions that may happen in this unique business condition and the organization needs to reset up their objectives, activities, recruitment, and so on. As per it to get by in the market, it is much the same as getting the correct chance and shielding from dangers at the ideal time. Culture is the key feature that guides how things are being done in an organization. Hence, it will highly impact the way higher management of an organization execute changes. In addition, it also asserts a great impact on how employees perceive, accept and experience the new changes in an organization (In, 2016).

The understanding of culture is also linked with the determination of the most effective methods that can ease the implementation of change (Girma, 2016). For instance, if organizational culture is that of top-down, moderate, and consistent, employers need to communicate the change details to all the employees and be set up to hand-hold all the workers throughout the process of change. Managers and leaders must not expect a ton of cooperation from employees and somewhat they can anticipate that employees can comply if all the change details are well communicated. The fundamental thing is to adjust to the change approach in the ways that align with the contemporary culture. Irrespective of if a manager might want to change the entire culture, they ought to work with the contemporary culture and bit by bit, the transition to the new culture as required by the change process.

The change process of an organization also demands considerable attention, especially when multiple changes are going on. The entire focus must be on how existing culture can guide these change practices. It implies, looking at the bigger picture, whatever is changing and then designing the change strategy for people to comply, for instance, considering the viewpoint of employees that will impact the most.

The causes of stress are many, both in workplaces and in our lives out of the workplace. Change that we have little to no control over tests and drains our resilience; change that we choose still creates stress although we tend to have some sense of control over how and when changes occur so the drain on our resilience may be less severe. My sense of whether or not changes in the workplace of today is a serious problem is that it is in some ways less serious than perhaps ten years ago because there are more awareness and data available to aid in countering problems. The stress encountered outside of the workplace, often caused by multiple sources that we have little sense of control over, can create a sense of exhaustion as the opportunities to rebuild resilience appear to be more difficult to access. There isn't one thing or source of stress, it comes from many directions. By the time one feels overwhelmed the ability to step back and reevaluate is much more difficult but entirely necessary for wellbeing. The practice of Human Resource departments is driven by the organization's goals and the workplace culture at large. For instance, a culture that values diversity will ensure inclusion at the workplace and seek to attract a diverse candidate pool.

**Response to Question 5**

HRM is the way by which people of an organization are managed to employ a human approach. This human approach helps a manager to consider people as a significant resource of an organization, similar to the financial and other resources. Utilizing this approach will not only help them make the most out of human capital, but besides they can also contribute towards growth, development, and satisfaction of personnel (Biswajeet, 2018). Therefore, HRM is a framework that emphasizes on HR improvement alongside focuses on powerful management of people. The ultimate goal, in this regard, is that people of an organization enjoy human respect during the course of their job. HRM in any company is always worried about individuals in an organization. 'The management of employees is a significant and challenging work owing to the vibrant personalities of organizational members. No two individuals are comparable or alike in mental abilities, strategists, and conduct; they contrast generally. Similarly, they are responsive; they feel, think and act consequently, no single strategy can be adopted to manage them all. They, in this manner, need careful handling by the managers.

The aim behind HR is to give the organization the workforce it needs to run its operations smoothly. This infers, to guarantee adequate number, yet additionally competent and motivated individuals or the best smooth functioning of the organization. From a vital viewpoint, it is to take care of the ‘people side' of an organization, to guarantee that the perfect individuals are brought in, sustained and managed such that enables an organization to satisfy its goals (Heck, Thomas, and Tabata, 2011). HR department works as the foundation of the organization. The entire goal of HRM is to pave the way for achieving the company’s goals and objectives by infusing a positive attitude amid employees.

Certain views, for example, authoritative culture, strategies, benefits, pay and working connection is kept up with the guide of human assets the executives. There is a significant job to be played by human asset offices. That role is the development of people and the development of organizational design and principles to match. Besides development for specific types of work, there is something much larger. That is, the development of total organizational intelligence that are the processes that tap into, and increase, that which is greater than the sum of its parts. To sum up, without the existence of the Human Resource Department an organization fails to hire the right talent consequently impacting its missions and objectives.

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