Organizational Behavior

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Organizational Behavior

The study of the performance of both an individual and a group within an organization/company is referred to as Organizational behavior. The fundamental focus of this field of study is to examine the effects of a work environment on employees’ behavior and alternatively how the work environment is affected by the behavior of employees. Organizational behavior derives from different disciplines such as psychology, sociology, political sciences, and medical sciences. For example, while reviewing the topic of personality, one has to take help from psychology. Team mechanisms depend entirely on sociology. The studies from political sciences are utilized while studying the power in an organization. Medical sciences also contribute to Organizational behavior, specifically in the study of anxiety and its effects on people. A lot of other diverse topics are becoming the components of Organizational behavior. The organizations have a great impact on the feelings, actions and thought of the process of their employees. Organizational behavior covers the mechanisms responsible for the interactions between an organization and its employees. Its goal is to identify the behaviors which are effective for the growth and prosperity of an organization. (Luthans, 1992)

# Objectives

Following are some of the major objectives of Organizational behavior:

* Job comfort
* Right people for the right job
* Maintaining a unique culture in the organization
* Leadership
* Dispute resolution
* Understanding the needs of the employees
* Developing good and quality leaders
* Creating a good and effective team
* Increasing productivity rate

The mentioned objectives prove the fact that organizational behavior is linked with employees within the company/organization, how they interact with each other, and what is their motivational level. It also focuses on finding simple yet effective ways to enhance the productivity of an organization. (Luthans, 1992)

## Fundamental concepts of Organizational behavior

The fundamental concepts of organizational behavior are based on the nature of organizations and their employees. Some of them are mentioned below (Luthans, 1992):

* Individual diversity
* Approach
* Inspiring behavior
* The spark for participation
* The worth of an employee
* Morality
* Common interest
* The comprehensive and universal concept

**Challenges and Opportunities**

For organizational behavior, the challenges and opportunities keep on changing at regular intervals in order to improve productivity and achieve the business and market goals. Following are some of the major challenges faced by many organizations today (Luthans, 1992):

* Developing different kinds of skills in employees
* Focusing on quality
* Improving productivity
* Maintaining diversity in the workforce
* Making public powerful
* Dealing patiently with transiency
* Welcoming and accepting innovation
* Modifying behaviors in light of ethics
* Giving the customer the paramount importance
* Ensuring balance in work-life clashes of employees

**Limitations**

Realizing the organizational behavior’s limitations is also important. Organizational behavior cannot completely remove the frustration and conflict; it can only mitigate them. It is the process to improve, and not a fixed solution to the problems. In order to effectively apply the principles of organizational behavior, it is necessary to link it with reality. Unemployment cannot be solved by better organizational behavior. Organizational behavior cannot cover our deficiencies. It is just a single system operating inside a vast network of the social system. Three major limitations of organizational behavior include (Luthans, 1992):

* Biasness in behavior
* The Law of Discrimination returns
* Manipulating people unethically

Although there exists a huge debate as to the need for change, there is a general point of agreement which indicates that organizational behavior covers the most important and fundamental topics of leadership, motivation, power, social communication, learning, group processes, development of attitude, differences, and work anxiety. The massive impact of organizational behavior on individuals and organizations cannot be undermined. The proper study of organizational behavior is necessary to run any business smoothly and efficiently. (Luthans, 1992).

**References**

Luthans, F. (1992). Organizational behavior. *McGraw Hill International Edition*.