



A review of scope and limitation of Organizational behavior

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Abstract

Organizational success is largely dependent on the efficiency and effectiveness of the management, which in turn relies on the management's ability to comprehend the requirements and wishes of those it serves. When it comes to organizational behavior, individuals are the real focus since organisations don't act. It's a well-known truth that an organization's most important resource is its workforce. Organizational behaviour is the study of how people, groups, and organisational structures influence behaviour in the workplace.

Key words: Organisation, Management, Behaviour, Effectively etc.

Introduction

The study of how people behave in the workplace and how to improve it is the focus of the academic field known as organisational behaviour. Organizational behaviour and the study of it are becoming more important as the cultural, ethical, and commercial contexts in which organisations operate continue to change. In today's business environment, managers must pay attention to employees' personalities, reactions, and responses to various organisational conditions. Organizational transformation, fast-changing technology, shorter product lifecycles, workforce diversity, falling loyalty, skill deficits, and greater need for flexibility are just a few of the current day's rapidly changing variables that require firms to adapt quickly. To put it another way, an organisation is a collection of individuals working together toward a common goal. People's thoughts, feelings, and actions in the workplace may be better understood via the study of organisational behaviour. It is the study of how individuals act both individually and in informal and formal groups. Organizational success is ultimately determined by the motivational levels of its human resources and the capacity of individuals to work together amicably and effectively

toward the achievement of shared objectives.. Throughout this course, we'll analyse the interrelationships between human personality and work, the features of organisations and their settings, and the ever-changing mix of these elements. Understanding the many activities and behaviours of individuals in a company is made easier with the aid of Organizational Behaviour. It also serves as a motivator for them. There are four primary components of organisational behaviour: people, environment, technology, and structure. Just as Organizational Behaviour is the focus of this mix, so too is this one.

Nature of Organizational Behaviour

Organizational behaviour is now a distinct academic discipline. The following is a description of the new nature it has taken on:

1. A field of study apart from a particular discipline. An recognised science is defined as a discipline if its theoretical underpinning can be traced back to an established body of knowledge. In contrast, the approach used by O.B. is multi-interdisciplinary and does not adhere to a single theoretical framework. As a result, it is more accurate to refer to O.B. as a topic of study than than a discipline in and of itself.

Approaches from Different Disciplines Human behaviour in the workplace may be studied using an interdisciplinary approach known as organisational behaviour. Psychological, sociological, and anthropological theories and methods are incorporated into an attempt to better understand how people behave in organisations.

3. A Science That Is Useful O.B.'s very nature is used. A large part of O.B.'s work is applying findings from diverse studies to the organization's concerns with human behaviour. Pure science and O.B. differ fundamentally in that they focus on fundamental research, while O.B. focuses on applied research. In O.B., you're doing both applied research and putting it to use in an understanding of how organisations work. As a result, the O.B. may be referred to as both science and art.

Science that deals with norms A normative science is also Organizational Behaviour. O.B., on the other hand, dictates how applied research results might be used to achieve socially acceptable organisational objectives. When it comes to an organization's members and society, O.B. focuses on what's acceptable.

One that is both humanistic and optimistic Humanistic principles are applied to the behaviour of the organization's employees by Organizational Behaviourists. It is concerned with the inner workings of the human mind and heart. That humans have an intrinsic drive to be self-reliant, creative, and productive is at the heart of OBbelief .'s system. Also, it recognises that the people who work in the business can and will achieve these potentials provided they are given the necessary circumstances and environment to do so Workers' performance is influenced by the environment in which they operate.

An All-Inclusive Systemic Approach An technique known as a "systems approach" takes into account all of the factors that influence how an organisation functions. Behavioural scientists have used the systems approach to examine human behaviour in light of its socio-psychological context. The socio-psychological framework of man makes him a complicated being, and the systems approach seeks to investigate and resolve this complexity.

Scope of Organizational Behaviour

People, technology, and structure, all of which are part of the organisation itself, as well as external social systems, all fall under the purview of O.B. The organization's internal social structure is made up of its employees. They are made up of both individuals and collectives. Whether formal or informal, huge or little, official or unofficial, groups may exist. They're always changing. They come into being, undergo transformation, and then break apart. Every day, human society undergoes a fundamental shift in structure. Things have changed since yesterday. A few more days might pass before it changes again. The people who founded the organisation and work to attain its aims are alive, thinking, and feeling beings. As a result, organisations exist to serve individuals



rather than the other way around. Individuals form groups, which are called organisations. In many ways, people are unique. Personality, perceptions, attitudes, values, work satisfaction and learning and motivation are all parts of the study of persons

The only link between individuals in an organisation is defined by its structure. People in an organisation are assigned certain jobs and interact with one another in specific ways. As a result, workers are able to carry out their responsibilities and work toward the organization's goals. As a result, not everyone can work as a clerk or an accountant. A wide range of tasks must be completed by a variety of persons at the same time. Other employees may be accountants, manager/clerk/pupil/worker, or a combination of the above. In order to fulfil the aim, all are interdependent on one other. Thus, structure is linked to authority and responsibility. Others are required to submit to the one who has the power.

- People's working environments are shaped by the economic and physical circumstances provided by technology. Buildings, machinery, equipment, procedures and resources are provided to those who are unable to accomplish anything with their own two hands. A company's culture and working environment are heavily influenced by the technology it uses. As a result, although technology improves efficiency, it also imposes restrictions on individuals.

Society as a Whole The social system serves as the organization's external operating environment. It's also impossible to have just one organisation. In a sense, it's a component of the total. Because no one organisation can do everything, there are a plethora of others. All of these groups have an impact on one another. People's attitudes and working circumstances are influenced, as are their wages and power, because of the struggle for resources and resources. Organizational behaviour (O.B.) is the study of how people act in the workplace. So O.B. encompasses the study of people, groups, and organizational/structural structures in general. This is a good time to take a look at what each of these three deals with.

Conclusion

One of the most exciting and hard fields of study is Organizational Behavior (OB). It has to do with individuals and teams working together. When a variety of circumstances come into play, the research becomes more difficult. For example, the study of organisational behaviour focuses on how people in an organisation are required to behave. In a given work environment, no two people are likely to act in the same way. It is the capacity of a management to accurately forecast the expected conduct of an employee. There are no hard and fast rules when it comes to human nature. In order to increase productivity, it is necessary to understand how people think and behave. Because of this, the investigation must be given the utmost attention.

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