

An Analysis of Organisational Behaviour

Ms Rama

Research Scholar, Department of Sociology,

Panjab University, sector 14, Chandigarh

Email: rama.ravish19@gmail.com

Abstract

In order to understand how context affects organizational behavior, it is necessary to contextualize the study of organizational behavior. According to the contextualized research standards, “organizational behavior falls short in this article. We examine the role of context and contextual factors on organizational behavior research and suggest approaches to contextualize it. Examples of contextualized research are discussed, as well as possible future prospects for this kind of study of organizational behavior in context. Last but not least, we make a call to action, urging academics to take on the task of re-contextualizing existing work on organizational behavior and to create new research avenues and theories for studying organizational behavior from scratch.

Keywords: contextualization, organizational context, trends in organizational behavior, comparative research, culture social context

Introduction

The people who engage with one other in the workplace both form and are shaped by the setting in which they work. Researchers are challenged by this seemingly simple premise to create theories, plan studies, and analyze data in a manner that reflects the links between contexts and phenomena through time and across many levels of study. Organizational settings are critical to understanding organizational behavior, according to the Journal of Organizational Behavior. An initial emphasis on universal connections that were independent of context has evolved into a focus on how work environments and other organizational contexts interact with the processes that are fundamental to organizational behavior. Studies of organizational context are shown to be more systematic in this special issue. By systematic, I mean that the research's context is conceptualized as a construct, operationalized as a variable, and the context's variance is directly included into the analysis of the study. Observation and study of contextual impacts are the cornerstones of the 'Tier 2' method to contextualizing advocated by Rousseau and Fried. Because of its focus on a specific context or comparisons between several settings,

this method is unique from others. The present publications' systematic approach is critical to building a better theoretical and empirical understanding of context. Four pieces are included in this special edition, one of which was published in an earlier issue. This is reflected in four empirical articles, with one emphasizing theoretical implications while the other two adhere to the strict constraints of incorporating context into theory and research methodology. What is an organizational context, and how does it affect organizational behavior? These are the two basic concerns that I attempt to answer in this introduction. In order to address these issues concerning the role of context in organizational behavior, we turn to the four articles included in this special issue.

It's common knowledge that 'putting things into perspective' helps us better grasp the world around us and our place in it. However, even though this is common information, research tends to undervalue and disregard work environments unless they are explicitly acknowledged as important to the topic in question. This lack of excellent systematic contextualized research in organizational behavior literature has been noted by many researchers. There have been a lot of theories put up as to why this is the case. According to 1 and Sutton, as the concentration on theory and techniques has increased in organizational behavior, the importance of context has decreased. In his remark that context-free research tends to be seen as more scientific than research that includes context. Recognizing that contextualizing research is more than just looking at the surrounding environment is an important first step. It is important to understand how context effects organizational behavior in order to contextualize organizational behavior studies. A lack of a comprehensive taxonomy of circumstances and a lack of refined systematic vocabulary for conveying context are to blame for the paucity of contextualized research, according to individuals doing comparative study within and between nations. Organizational phenomena are at the heart of the best organizational behavior research, according to a review. They also point out that as academics distance themselves from organizations and organizational phenomena, they are doing less and less of this kind of study. In order to have a thorough grasp of organizational behavior, students must spend time in the actual workplace. Researchers need to restore their emphasis to organizational phenomena by getting more involved in the organizational environment if organizational behavior research is to improve. Research that conveys context and contextual factors helps researchers better understand how and why specific behaviors emerge in diverse organizational contexts.. An understanding of context may lead to fresh ideas and answers to previously unanswered topics or problems..

Review of literature

(Heath and Sitkin 2001) studied Big-B versus Big-O: What is organizational about organizational behaviour discovered this and This empirical essay's goal is to arouse debate. The empirical nature of this paper comes from a survey of leading organizational behavior (GB) scholars to determine which topics they believe are currently important in the field and which should be important in a ideal world. We then compared their responses to an archival analysis of papers published in leading GB journals over a ten-year time period. The work is an essay, though, since it is more like an empirically based opinion piece than a standard theory-building or theory-testing research. As a starting point, we utilize empirical data to raise issues regarding the limits and direction of research in GB, and to suggest areas of the subject that may need additional attention in the future. To address the question, 'What should organizational behavior be?,' we look at three different definitions of the term. The empirical findings, we contend, point to some controversial but valuable conclusions.

(Härtel and O'Connor 2014) studied Contextualizing research: Putting context back into organizational behavior research discovered this and In order to understand how context affects organizational behavior, it is necessary to contextualize the study of organizational behavior. According to the contextualized research standards, organizational behavior falls short in this article. We examine the role of context and contextual factors on organizational behavior research and suggest approaches to contextualize it. Examples of contextualized research are discussed, as well as possible future prospects for this kind of study of organizational behavior in context. Last but not least, we make a call to action, urging academics to take on the task of re-contextualizing existing work on organizational behavior and to create new research avenues and theories for studying organizational behavior from scratch.

(Johns 2006) studied the essential impact of context on organizational behaviour The importance of contextual factors on organizational behavior is underappreciated, according to my study. There are two ways to think about context, one based on journalistic experience and one rooted in classical social psychology. I define context as the situational opportunities and constraints that influence the occurrence and meaning of organizational behavior, as well as the functional relationships between variables Research is contextualized in a variety of ways.

(Griffin 2007) studied Specifying organizational contexts: Systematic links between contexts and processes in organizational behaviour discovered that and Work settings are both formed and shaped by the persons who interact within them. Deceptively simple notion demands that researchers build theories, conduct researches and analyze data in a manner that reflects the links between contexts and phenomena throughout time and at different echelon levels of study.

It is imperative that the context of organizational behavior be better understood, and the Journal of Organizational Behavior makes this a priority. An initial emphasis on universal connections that were independent of context has evolved into a focus on how work environments and other organizational contexts interact with the processes that are fundamental to organizational behavior.

Conclusion

In light of these many instances of context effects, it's hard to understand why context has been undervalued. Because we don't have a sophisticated, systematic vocabulary for communicating context, some of the fault falls on the often bemoaned lack of a solid taxonomy of events. A basic attribution mistake is also implicated by some writers, namely the propensity to overemphasize dispositional explanations of behavior at the cost of context-specific factors. Then then, there may be more going on. It is a method known as explanatory reductionism that organizational culture researchers prefer to neglect industrial macrocultures in favor of causal explanations at lower rather than higher levels of analysis. As a matter of fact, the cognitive revolution in organizational behavior has been blamed for preempting an understanding of context in the field. Despite the fact that this revolution has yielded new insights, literature evaluations summarizing such work in the areas of hiring, performance evaluation, and employee turnover show an unsettling tendency. Contextual omissions that jeopardize advancement are clear in each situation. Researchers in the area of organizational behavior have formed a dichotomy: those who immerse themselves in context and those who explore generic phenomena and conceptions. To what extent has the division of labor really helped? While some qualitative researchers become so engaged in the environment that they fail to notice universal phenomena, notions like social norms are rediscovered in the pages of doctorate dissertations and journal papers on a monthly basis. Some quantitative researchers, on the other hand, seem nearly anxious to convince reviewers and readers that their findings are applicable to a wider audience. So, they characterize study settings as blandly possible—dislocated from time, place, and space—and remove information of how access was obtained, in order to make this easier. Critics of a study's generalizability are typically silenced by boilerplate in the discussion section that says the study should be reproduced in other circumstances.. One of the reviewers of this work suggested that some of this derives from APA publishing style, which is based on laboratory research. Possibly, there is some truth to this. I think that industrial-organizational psychologists began to scientize their research in the 1970s and 1980s in order to gain a sense of credibility among other psychologists. For this,

argue that context-free” research may be seen by some to be superior than context-based research.

Reference

1. Griffin, Mark A. 2007. Specifying Organizational Contexts: Systematic Links between Contexts and Processes in Organizational Behavior. *Journal of Organizational Behavior* 28(7):859–63. doi: 10.1002/job.489.
2. Härtel, Charmine E. J., and Jennifer M. O’Connor. 2014. Contextualizing Research: Putting Context Back into Organizational Behavior Research. *Journal of Management and Organization* 20(4):417–22. doi: 10.1017/jmo.2014.61.
3. Heath, Chip, and Sim B. Sitkin. 2001. Big-B versus Big-O: What Is Organizational about Organizational Behavior? *Journal of Organizational Behavior* 22(1):43–58. doi: 10.1002/job.77.
4. Johns, Gary. 2006. The Essential Impact of Context on Organizational Behavior. *Academy of Management Review* 31(2):386–408. doi: 10.5465/AMR.2006.20208687.