

CHAPTER 1

What Is Organizational Behavior?

LEARNING OBJECTIVES

After studying this chapter, students should be able to:

- 1-1. Define *organizational behavior (OB)*.
- 1-2. Show the value of systematic study to OB.
- 1-3. Identify the major behavioral science disciplines that contribute to OB.
- 1-4. Demonstrate why few absolutes apply to OB.
- 1-5. Identify managers' challenges and opportunities in applying OB concepts.
- 1-6. Compare the three levels of analysis in this text's OB model.
- 1-7. Describe the key employability skills gained from studying OB that are applicable to other majors or future careers.

This chapter begins with a vignette entitled "The Rise and Fall of WeWork's CEO." The details of this story are jarring, reflecting the complexity and speed of organizational life. The effects of behavior ring through organizations—felt by workers, managers, groups, teams, and sometimes, by the whole organization. They also highlight several issues of interest to those seeking to understand organizational behavior, including motivation, justice, ethics, structure, culture, personality, and organizationally relevant outcomes, such as turnover, productivity, and survival. Throughout this text, you will learn how organizational challenges often cut across areas like these, so the systematic approach pursued in this text and your course is essential.

BRIEF CHAPTER OUTLINE

1. Management and Organizational Behavior
 - A. Who's Who in the World of Work
 1. **Worker:** As an individual, member of work groups, teams, or organizations, contributes to the accomplishment of work goals.
 2. **Manager:** Someone who gets things done through other people. They make decisions, allocate resources, and direct others' activities to attain goals.
 3. **Organization:** A consciously coordinated social unit, composed of two or more people, that functions on a relatively continuous basis to achieve a common goal or set of goals.
 - B. Management Activities
 1. Although workers' activities may also involve interacting and coordinating work with other people, it is usually a much more significant component of managerial jobs. All

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Ying Liu

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offers students focused and relevant insights into critical topics illustrated by vivid examples from the MEI Unlike typical
introductory textbooks on business and management this book does not overemphasize complicated layers of theory Instead
it presents essential concepts and frameworks in a digestible manner and supplements them with opportunities to apply this
knowledge to real world cases The textbook demonstrates how knowledge can be constructively implemented in business and
management scenarios It is structured into 12 chapters divided into five core modules 1 Overview of the MEI 2 The

Fundamentals of Management 3 Marketing Management 4 Digital Business and Management and 5 New Business Models and Entrepreneurship Students will gain the ability to explain key concepts and frameworks across core business and management domains and develop analytical skills through diverse real world cases in the MEI Based on this knowledge they will be equipped to identify management related issues in the MEI and arrive at practical and effective solutions This book is an essential guide for students who wish to understand business and management in the dynamic world of the MEI

Subject Guide to Books in Print ,1993 Human Capital Formation for the Fourth Industrial Revolution Atiku, Sulaiman Olusegun,2019-10-18 Advances in technological innovations automation and the latest developments in artificial intelligence AI have revolutionized the nature of work and created a demand for a new set of skills to navigate the Fourth Industrial Revolution Industry 4 0 Therefore it is necessary to equip displaced workers with a new set of skills that are essential for conversion into technical or other functional areas of business Human Capital Formation for the Fourth Industrial Revolution is an essential research publication that recognizes the need to revitalize human capital formation for graduate employability in Industry 4 0 and discusses new skills and competencies needed to cope with the challenges present within this industrial revolution The book seeks to provide a basis for curriculum design in line with the advances in technological innovations automation and artificial intelligence to enhance current and future employment Featuring an array of topics such as curriculum design emotional intelligence and healthcare this book is ideal for human resource managers development specialists training officers teachers universities practitioners academicians researchers managers policymakers and students

Research Anthology on Human Resource Practices for the Modern Workforce Management Association, Information Resources,2021-12-30 Human resource departments have been a crucial part of business practices for decades and particularly in modern times as professionals deal with multigenerational workers diversity initiatives and global health and economic crises There is a necessity for human resource departments to change as well to adapt to new societal perspectives technology and business practices It is important for human resource managers to keep up to date with all emerging human resource practices in order to support successful and productive organizations The Research Anthology on Human Resource Practices for the Modern Workforce presents a dynamic and diverse collection of global practices for human resource departments This anthology discusses the emerging practices as well as modern technologies and initiatives that affect the way human resources must be conducted Covering topics such as machine learning organizational culture and social entrepreneurship this book is an excellent resource for human resource employees managers CEOs employees business students and professors researchers and academicians

Managing Organizational Behavior Phillip L. Hunsaker,Curtis W. Cook,1986 **Books in Print** ,1991 **Study Guide: Masters examination** ,2004

Entrepreneurship and Digital Transformation: Managing Disruptive Innovation in a Changing Environment Víctor Jesús García Morales,Aurora Garrido-Moreno,Nigel Lockett,Rodrigo Martín-Rojas,2022-02-02 **Business Information Sources**

Lorna M. Daniells,1993 This is the reference work that librarians and business people have been waiting for Lorna Daniells s updated guide to selected business books and reference sources Completely revised with the best most recent information available this edition contains several new sections covering such topics as competitive intelligence economic and financial measures and health care marketing Handbooks bibliographies indexes and abstracts online databases dictionaries directories statistical sources and periodicals are also included Speedy access to up to date information is essential in the competitive computerized business world This classic guide will be indispensable to anyone doing business research today

Understanding Organizational Behavior Robert E. Callahan,C. Patrick Fleenor,Harry R. Knudson,1986 **The Publishers' Trade List Annual** ,1992

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