

Chapter 1 – What is Organisational Behaviour?

** Summary:*

Managers need to develop their interpersonal, or people, skills to be effective in their jobs. Organisational behaviour (OB) investigates the impact that individuals, groups and structure have on behaviour within an organisation, and it applies that knowledge to make organisations work more effectively. Specifically, OB focuses on how to improve productivity; reduce absenteeism, turnover and deviant workplace behaviour; and increase organisational citizenship behaviour and job satisfaction.

** Implications for Managers:*

- Resist the inclination to rely on generalisations; some provide valid insights into human behaviour, but many are erroneous.
- Use metrics and situational variables rather than ‘hunches’ to explain cause-and-effect relationships.
- Work on your interpersonal skills to increase your leadership potential.
- Improve your technical skills and conceptual skills through training and staying current with organisational behaviour trends such as big data.
- Organisational behaviour can improve your employees’ work quality and productivity by showing you how to empower your employees, design and implement change programs, improve customer service, and help your employees balance work/life conflicts.

Chapter 14 – Foundations of Organisational Structure:

Chapter 15 – Organisational Culture

Organisation Behaviour Study Guide To Accompany Main Text

RM Cervero



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