

Importance of Organization Behavior and its Relationship with Managers, Employees, and Teams

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ABSTRACT

Managers find the work done through folks. They assign the materials, direct the activities of others, plus get decisions to achieve organisational goals. Organisation is a coordinated community unit, composed of 2 or maybe more individuals, which performs to attain a common objective. Managers are accountable for the performance of the organisation. The earth has turned into a global village. Understanding Organisational Behaviour has grown to be really important for managers today. Globalization has presented opportunities and challenges for Organisational Behaviour. Various alterations like rise in the amount of female's workers, corporate downsizing, then increased number of short-term employees are happening in the companies. Business is shifting to where concept is. One may say Business is now technology driven. You will find a great deal of opportunities and issues for managers to take organisational behaviour concepts. Organisational Behaviour concentrates on how you can enhance efficiency, reduce absenteeism, deviant workplace behaviour and turnover plus increase organisational citizenship behaviour and work satisfaction. This analysis on 120 supervisors from exactly the same organ ization suggests that female managers have greater communication abilities in comparison with male managers, but are usually much more affected by group think. A maximum of 180 workers from this company were also studied and the results indicate that female workers promote team outcomes much more than male staff. Implications for researchers, managers, and human resource professionals are considered.

1. Introduction

Businesses are as old as the human race itself. Archaeologists have found huge temples dating back to 3500 BC that have been built from the organized actions of many individuals. The simple fact that these remarkable monuments have been made claim that not merely did complex businesses are present, but that the individuals inside them been effective cohesively for common causes.

Organizations play 5 diverse roles. An organisation allows individuals to jointly increase division and specializations of labour. Make use of ample scale engineering, regulate the outside environment, economize on transaction costs, and also put in management and power - every one of that increase the importance the organisation is able to create.

2. Importance Of Organizational Behaviour

Many individuals are created and educated in businesses, develop the majority of the material possessions of theirs from businesses, and moreover die as members of organizations. Many of our tasks are controlled by the different organizations that make up the governments of ours. And many parents invest the greater part of their lives doing work in organizations. Because organizations influence the lives of ours as powerfully, we've every reason to be worried about why and how those organizations function.

Obviously, then, an understanding of organizational behavior is able to have fun with a crucial part in managerial work.

2.1 Role of Organisational Behaviour in Management of Business

Organisational behaviour provides remedy and insight towards solution to several challenges that are experienced by the organisations. Several of the key roles performed by organisational behaviour in management of company are as follows:-

1. Globalisation Because of globalisation, organisations is not restricted to one specific nation. The Manager's job is changing with the development of the organisations across the national borders. Example, Volkswagen builds the automobiles of its in Mexico, Bmw and Mercedes in South Africa. Due to globalisation, the control must cope with the issues of new languages, work ethics, laws, management types and others. The features of hiring, training, and so on should get a worldwide perspective. Organisational Behaviour encourages the management to become proactive and flexible and also enables it to perform the organisation on a worldwide scale.
2. Managing work Force Diversity Organisations are a heterogeneous blend of individuals regarding age, race etc, gender. Managing the workforce diversity has turned into a worldwide problem. Administrators experience people and groups belonging to various ethnic cultures. They've to work out control and channelize behaviour within the preferred path. Organisational behaviour assist the supervisors to properly cope with job force diversity by marketing its Prabha Renuka Horo Frederick awareness,

increasing diversity skills, encouraging way of life and gender diversity.

3. Improving Quality and Productivity Industries are dealing with the issue of extra supply. This has improved competition to a huge level. Nearly every Manager is confronting similar situation of enhancing the output, quality of the products & services their organisation is providing. Programmes including business process reengineering, along with complete Quality Management are now being applied to attain these ends. Organisational Behaviour makes it possible for the Managers to empower the personnel of theirs, as they're the main forces for doing this particular change.
4. Improving customer service Most of the workers work in service sector. The jobs within the service sector, is quite demanding. It demands constant interaction with the organisations clients i.e. the customers. Management has to make sure that the workers do everything to fulfill the consumers of the organisation. The attitude and behaviour of a worker influences the consumer satisfaction. Organisational Behaviour helps the supervisors to enhance organisational performance and customer service.
5. Improving people skills Organisational Behaviour aids in better management of small business as it will help in improving the abilities of the individuals. It offers insight into the abilities that the workers are able to use on the task for example designing work and producing successful teams.
6. Innovation and Change Organisational Behaviour aids in stimulating transform and innovation. Employees can either be an instrument or even a hurdle of change. It's organisational behaviour that fosters techniques and thoughts to market change and innovation by improving employees creativity.
7. Work life balance Organisations which don't assist personnel to attain work life balance won't have the ability to hold their most talented staff. Organisational behaviour helps I designing flexible tasks which could assist employees deal with work life balance issues.
8. Promoting ethical Behaviour Sometimes the organisations are located in a scenario of ethical dilemma in which they've to explain wrong and right. It's Organisational Behaviour that allows a crucial role by supporting the management for creating such a work setting and that is morally healthy and increases work productivity, organisational citizenship and job satisfaction behaviour.
9. Creating a good Work Environment. Organisational behaviour aids in developing a good work environment in present day where competitive pressures are more powerful than before. OB helps you to have resilience, human power, and also it fosters vitality.

2.2 Disciplines That Contribute To the Field of Organizational Behavior

Organisational Behaviour is an applied behavioural science and also requires integration of research performed in behavioural disciplines like psychology, anthropology, sociology, political science and social psychology.

- Psychology It's the science or maybe research of behaviour and has man and animal behaviour. Intrapersonal aspects of organisational behaviour like motivation, character, perception attitude learning, advancement & knowledge, emotions, work stress, conflict management owe the review of theirs to psychology. Different psychological assessments are performed in organisations for selection of personnel, measuring character characteristics and ability. Contribution of psychology has enriched the area of organisational behaviour greatly.
- Sociology- It's the analysis of group behaviour. Sociology has enriched organisational behaviour in the area of leadership, team dynamics, communication, informal and formal organisations, group process and decision making.
- Anthropology It's the study of human race and its tradition. Organisations have their very own culture. Culture influences human behaviour. An employee's perception about things plus his performance is affected by the lifestyle of the organisation of his. Anthropology is much more applicable to organisational behaviour today because of globalisation, acquisitions & mergers of different industries. These days others need to operate in organisations having work force diversity.
- Social Psychology- This topic is a combination of the concepts from sociology and psychology. It focuses on the effect of individuals on each other and attempts to attain much better human behaviour within the organisation. Among the primary key aspects that it's helped to control is 'Change' - tips on how to apply it effectively and minimize the opposition to it.
- Political Science Organisations are political entities and it's political science which aids in understanding behaviours of people within a political atmosphere. Regulations and government rules have a decisive role in development of the organisations.

3. Methodology

A maximum of 120 managers doing work for similar business located in the Delhi NCR filled out a brief survey associated with teams. Additionally, a total of 180 employees working for similar business filled out a survey associated with teams. This method provides for an extensive analysis which illuminates the perspectives of both staff and supervisors. As a component of the survey, each participant even answered questions concerning demographic. Table one (Managers) and Table two (Employees) stand for the market dynamics of the public.

Table 1: Manager's Demographic

Gender	Management Respondents	Age Group 30 and above	• five years of team management experience	Bachelor's Degree
Male	60	61	50	48
Female	60	74	45	44
Total	120	106	95	92

Table 2: Employees' Demographic

Gender	Employee Respondents	Age Group 30 and above	• work experience	Bachelor's Degree
Male	90	80	68	72
Female	90	65	59	64
Total	180	147	127	136

The info above illustrates many key points. Of the 300 surveys delivered by email to managers, a total of sixty males & fifty five women responded, providing a forty five % response rate. In total, the responses of sixty male and sixty female managers have been accepted for this research. Concerning age group, sixty one of male and seventy four of female managers were thirty years or older. Additionally, fifty male and forty five female managers diagnosed with 5 plus years of team management experience. A maximum of forty eight male and forty four female managers that participated in this particular research have earned a bachelor's degree.

Of the 486 surveys that have been delivered by email to employees, a total of ninety eight male and ninety two female responses have been returned, providing a response rate of thirty one %. In total, the responses of ninety male and ninety female workers were accepted for this research. Of all the employee responses, eighty of male participants and sixty five of female participants were thirty years or older. In addition, sixty eight of male workers & fifty nine female employees found 5 years or even more of team work experience. Concerning employee training, seventy two of male participants & sixty four of female participants have gained a bachelor's degree.

The individuals had been requested to have the survey as being a component of an organizational behavior training

exercise. The individuals had been informed that the end result will be discussed in organizational behavior training. Each and every statement on the survey was calculated making use of a 5 point Likert scale ranging from "Never" to "Always" (Table three). For instance, one particular inquiry stated: "I strive toward consensus to keep up staff harmony."

Table 3: 5-Points Likert Scale Key

1	Never
2	Rarely
3	Sometimes
4	often
5	Always

The sums of the answers were used to determine the different scores relating to the hypotheses for the study which are:

- **Hypothesis 1:** Female managers are better than male managers in maintaining healthy communication with employees.
- **Hypothesis 2:** Female managers are better than male managers for becoming influenced by group think.
- **Hypothesis 3:** Female employees are better than male employees for good team outcomes.

4. Results & Discussion

Table 4: Female managers are better than male managers in maintaining healthy communication with employees.

Gender	Mean	Standard Deviation	Sample Size
Male	38.80	6.33	60
Female	45.04	7.40	60
t = 8.115; p = 0.001			

Table 5: Female managers are better than male managers for becoming influenced by group think.

Gender	Mean	Standard Deviation	Sample Size
Male	27.15	4.13	60
Female	38.82	7.72	60
t = 10.595; p = 0.001			

Table 6: Female employees are better than male employees for good team outcomes.

Gender	Mean	Standard Deviation	Sample Size
Male	35.59	6.74	100
Female	47.48	5.42	100
t = 12.428; p = 0.001			

4.1 Hypothesis Testing

- The very first hypothesis predicted that "Female managers has increased scores on talking with employees" and, as provided in Table four, this

particular study supported the supposition since female managers scores had been considerably greater compared to the men having a p value of 0.001.

- The other hypothesis predicted that "Female managers has increased scores on getting influenced by groupthink" and, as provided in Table five, this particular study supported the supposition since female manager scores had been considerably greater compared to the men having a p value of 0.001.
- The 3rd hypothesis predicted that "Female people will bring about team outcomes much more compared to male employees" and, as provided in Table 6, this particular study supported the supposition since female managers scores had been considerably above the men having a p value of 0.001.

5. Conclusion

Thus, Organizational Behavior plays a crucial role in the control of company. It's that area of study which realizes the effect that people, groups and also structure have on behavior within an organization which applies that knowledge making organizations function far more efficiently. Theoretically, it's essential to understand why and how teamwork affects people's good results in the workplace. Practically, it's crucial for managers to find out whether teamwork affects performance since it proxies synergy and cohesiveness. The study provided in this article definitely indicates that teamwork impacts people's careers and also workplace interactions and thus is deserving of continued scholarly investigation.

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