

PPT 1 IN CANVAS: Organizational Behavior

Notes: What comes to your mind when you hear organizational behavior? Organization? Behavior?

SLIDE 1 Notes: Field of study – a distinct area of expertise with a common body of knowledge: Levels of Analyses, Individuals, Group, Organizational or structure

Organizational Behavior

- OB helps the employees navigate a business' culture and helps managers understand how that culture helps or hinders employee productivity and retention.
- Study of what people do in an organization and how their behavior affects the organization's performance.

Formal Definition

- A multidisciplinary field that seeks to understand, predict and manage behavior in organization at the individual, group and organizational level of analyses.

Levels of Analyses	Background	Topics
1. Individual 2. Group/team 3. Organizational	Experimental psychology Clinical psychology Industrial psychology Social psychology Anthropology	Learning, motivation, perception Personality, resilience, stress Selection, assessment, attitudes Socialization, group dynamics, leadership Organizational culture, symbolism

Time & Motion Study = Frederick Taylor

Organizational Behavior History

- Formal study of OB began in the 1890's. During that time Frank and Lillian Gilbreth and Frederick Winslow Taylor identified positive effects of precise instructions, goal setting, and rewards on motivation. In 1911 Taylor published his work "Principles of Scientific Management". Henry Ford applied Taylor's theories in Ford Motor Company in producing the Ford Model T automobile reducing assembly time and price of the car.
- Scientific management increased the monotony of work.
- After WWI attention shifted to understanding the role of human factors and psychology in the organization. This interest was spawned by the Hawthorne Experiment. The Hawthorne experiment was conducted by Elton Mayo at Western Electric's Hawthorne plant.
- The original purpose of the study was to examine how different aspects of the work environment such as lighting, timing of breaks, and the length of workday had on worker productivity.

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