

# **ORGANIZATIONAL BEHAVIOUR**

**SUB CODE:16SACAOB3**

## **1. Define Organisation Behaviour?**

Organisational behaviour is the study and application of knowledge about how people - as individuals and as groups act within organizations.

## **2. What are the key element of Organisation Behaviour?**

People  
Structure Technology  
Environment

## **3. What is a Inter-Disciplinary?**

Organisation Behaviour is not a subject by itself. It takes relevant things from such behavioral science subjects as psychology, sociology and anthropology.

## **4. What you mean by psychology?**

Psychology is a science of human mind. It studies the mental characteristics of an individual. The following variables determine the mental qualities of an person.

Perception  
Learning  
Memory

## **5. What is a Anthropology?**

It is a study of the fundamental differences in the values and beliefs of people from different walks of life.

## **6. Write note on Individual difference?**

People differ not only in their physical attribution but in their psychological qualities as well. For example, understand, learn memories, judge, predict, conclude and so on.

## **7. Define Personality?**

Personality can be described as own person affects others, how he understands and views himself and his pattern of inner and outer measurable traits.

## **8. Who are Introverts?**

Introverts are, by nature, quite. They may be intellectuals but may interact only with a few person who are close to them.

## **9. Define Perception?**

Perception can be defined as a process by which individuals organize and interpret their impressions in order to give meaning to their environment.

## **10. What you mean by attribution?**

Attribution is the process by which the cause for behaviour is determined. for example, late - coming should be viewed as an act of indiscipline irrespective of who is late.

## **11. Define Learning?**

Learning is the process of having one's behaviour modified, more or less permanently, by what he does and the consequences of his action, or by what he observes.

## **12. What is mean by Reinforcement?**

In the context of Organisational behaviour, reinforcement is anything done to strengthen or support desired behaviour. This increases the frequency of desirable behaviour.

## **13. Define Attitude?**

Attitude is the persistent tendency to feel and behave in a favourable or unfavourable way towards some object, person or ideas.

#### **14. Define Values?**

A value is defined as a concept of the desirable, an internalized criterion or standard or evaluation a person possesses.

#### **15. What is meant by Terminal values?**

Terminal value is the goal an individual would like to achieve during his lifetime. 'Instrumental value', on the other hand is the tool achieving the terminal value.

#### **16. Define a Group?**

A group is an aggregation of people who interact with each other, are aware of one another, have a common objective, and perceive themselves to be a group.

#### **17. What is group cohesiveness?**

Group cohesiveness refers to the extent to which the members of a group are attached to each other and willing to remain within the group.

#### **18. What are the group norms?**

Group norms are the rules and regulations prescribed for the group members. In other words, these are the do's and don'ts. These reflect feelings, beliefs, values.

#### **19. What is meant by Reference group?**

A reference group is one with which the individual actually identifies himself. In other words, he would like to be associated with such a group always.

#### **20. What is meant by Threat?**

It is a common approach to changing attitudes. Workers, for example may threaten to go on indefinite strike if the management does not change its attitude towards them.

## **21. Define Leadership?**

Leadership is the ability of a manager to induce subordinates to work with confidence and zeal.

## **22. What is Functional Leaders?**

A functional leader is one who is an expert in a particular field of activity. He defines the position of a leader by virtue of certain special skills that he possesses.

## **23. What is Stress?**

Stress is the general term applied to the pressures people feel in life.

The presence of stress at work is almost inevitable in many jobs.

## **24. Define Power?**

Power is to be treated as a capacity that A has to influence behaviour of B, so that B does something he or she would not otherwise do.

## **25. Define Organisational Politics?**

Organisational politics refers to those activities that are not required part of one's formal role in the organization, but that influence, or attempt to influence, the distribution of advantages.