



BHARATHIDASAN UNIVERSITY

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Programme: M.A.,HUMAN RESOURCE MANAGEMENT

Course Title : Organizational Behaviour

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UNIT-III

Organizational Behaviour Determinants

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Organisational Behaviour Determinants

This presentation explores the key determinants of organisational behaviour, delving into individual and group dynamics, motivational factors, and the impact of the external environment.

Perception: Understanding the role of perception in individual and group behaviour

Individual Perception

Perception shapes how individuals interpret information, influencing their decisions and actions.

Group Perception

Shared perceptions within groups can lead to groupthink, bias, and conflict.



Learning: Exploring the impact of learning on employee development and performance

1

Knowledge Acquisition

Learning new skills and knowledge enhances employee performance and adaptability.

2

Skill Development

Continuous learning programs and opportunities for skill development are crucial for employee growth.

3

Performance Improvement

Learning fosters a culture of continuous improvement and enhances employee performance.

Personality: Assessing the influence of personality traits on organizational dynamics

Big Five Model

Understanding personality traits like conscientiousness, agreeableness, and openness helps predict individual behavior.

Personality and Teamwork

Personality compatibility impacts team effectiveness, collaboration, and communication.

Personality and Leadership

Personality traits influence leadership style, communication effectiveness, and team motivation.



Theories of Motivation:

Analysing the various theories of motivation and their application



Maslow's Hierarchy of Needs

This theory outlines a hierarchy of human needs, starting with physiological needs and ending with self-actualization.



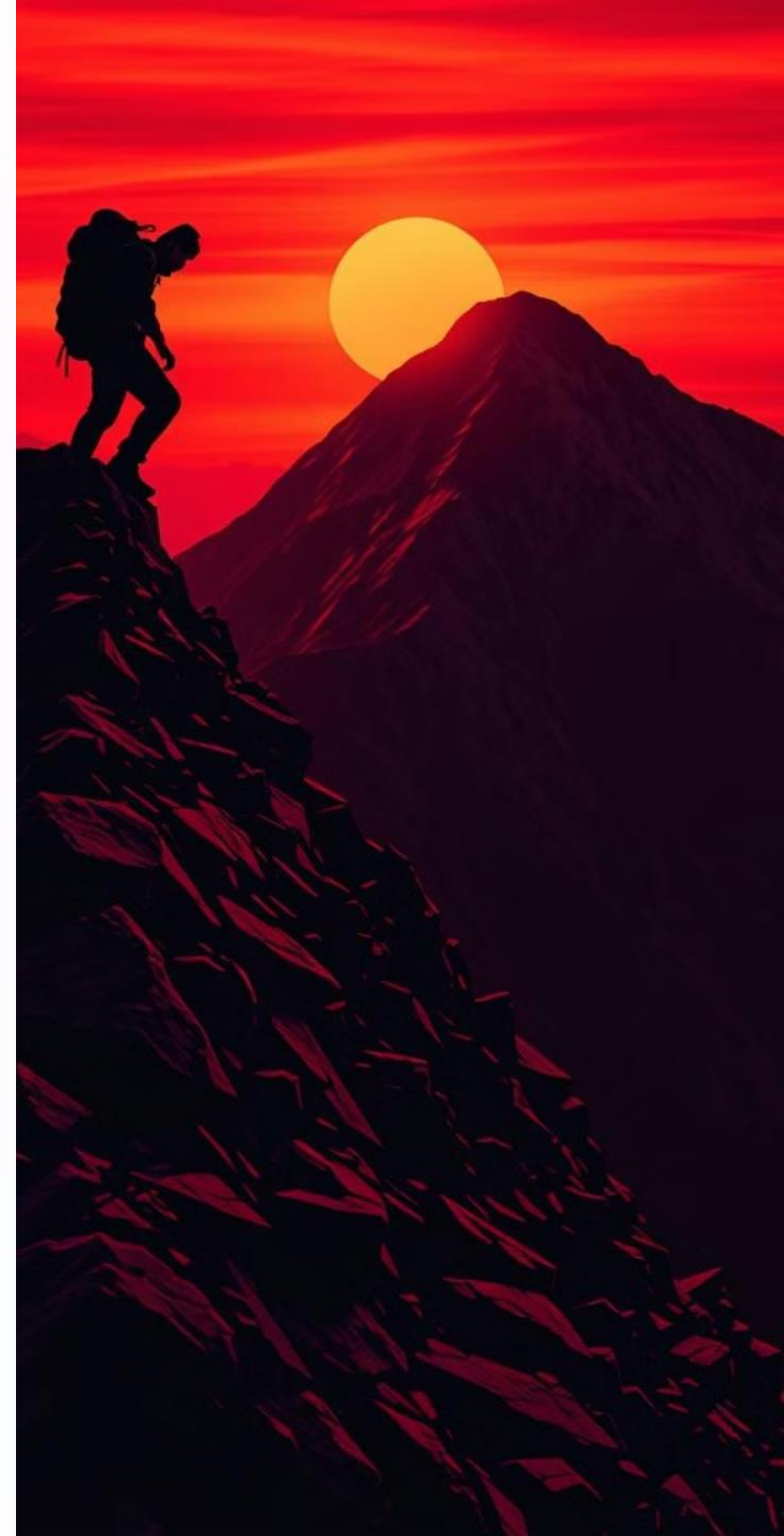
Goal-Setting Theory

Employees are motivated by challenging and specific goals, providing direction and clarity.



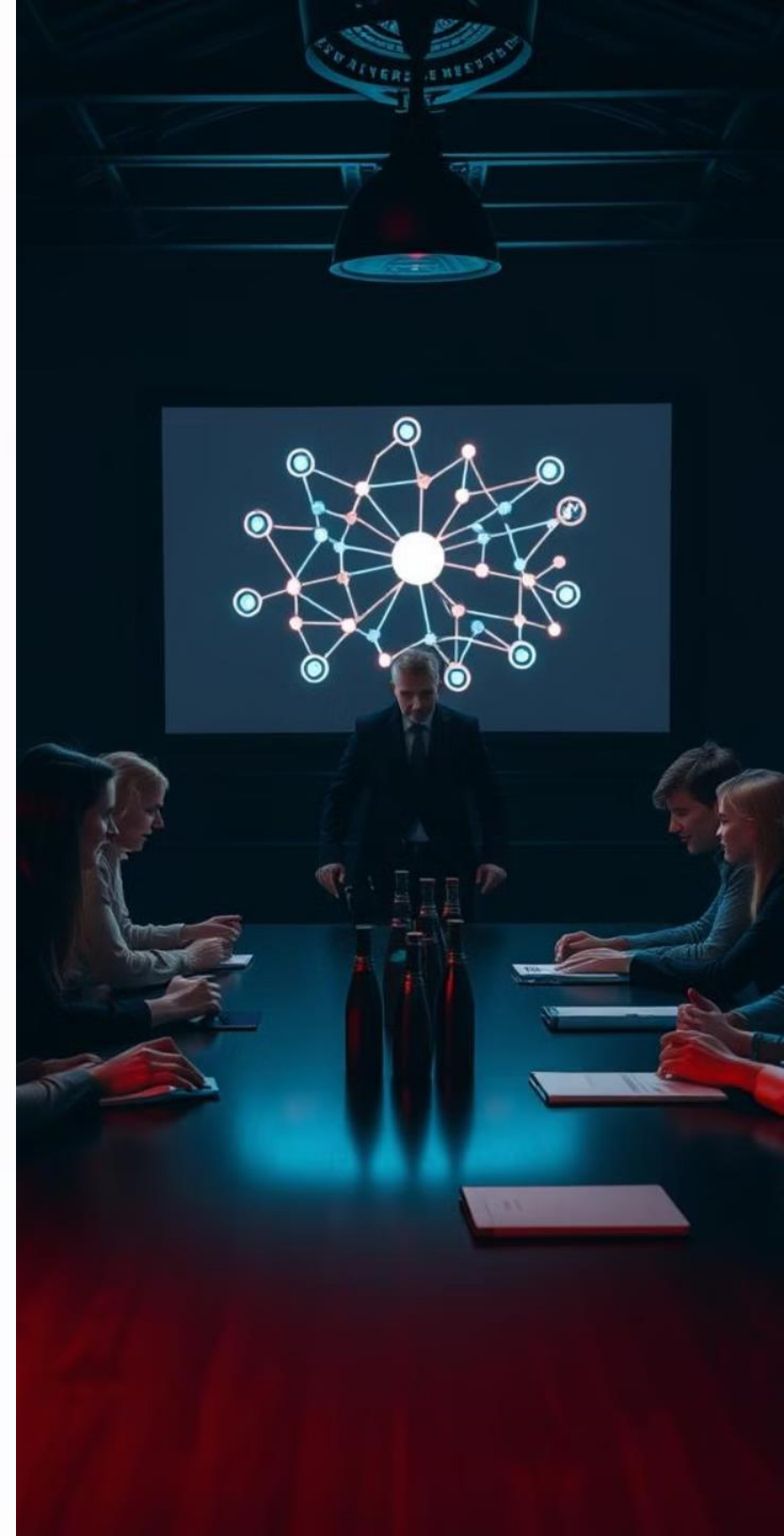
Expectancy Theory

Motivation is driven by individual expectations of achieving a goal and the value they place on the outcome.



Social System: Examining the impact of organizational culture, roles, and status on behaviour

- 1** — **Organizational Culture**
Shared values, beliefs, and assumptions influence employee behaviour and decision-making.
- 2** — **Roles and Status**
Defined roles and status hierarchies create expectations and influence interactions.
- 3** — **Social Norms**
Social norms and expectations shape behaviour within the organization, impacting interactions and decision-making.



Environmental and Experiential Influences: Understanding the external and internal factors shaping organisational behaviour



Economic Factors

Economic conditions and market trends influence organizational strategies and employee behaviour.

Technological Advancements

Technology adoption and innovation shape workplace practices, communication, and collaboration.

Political and Legal Environment

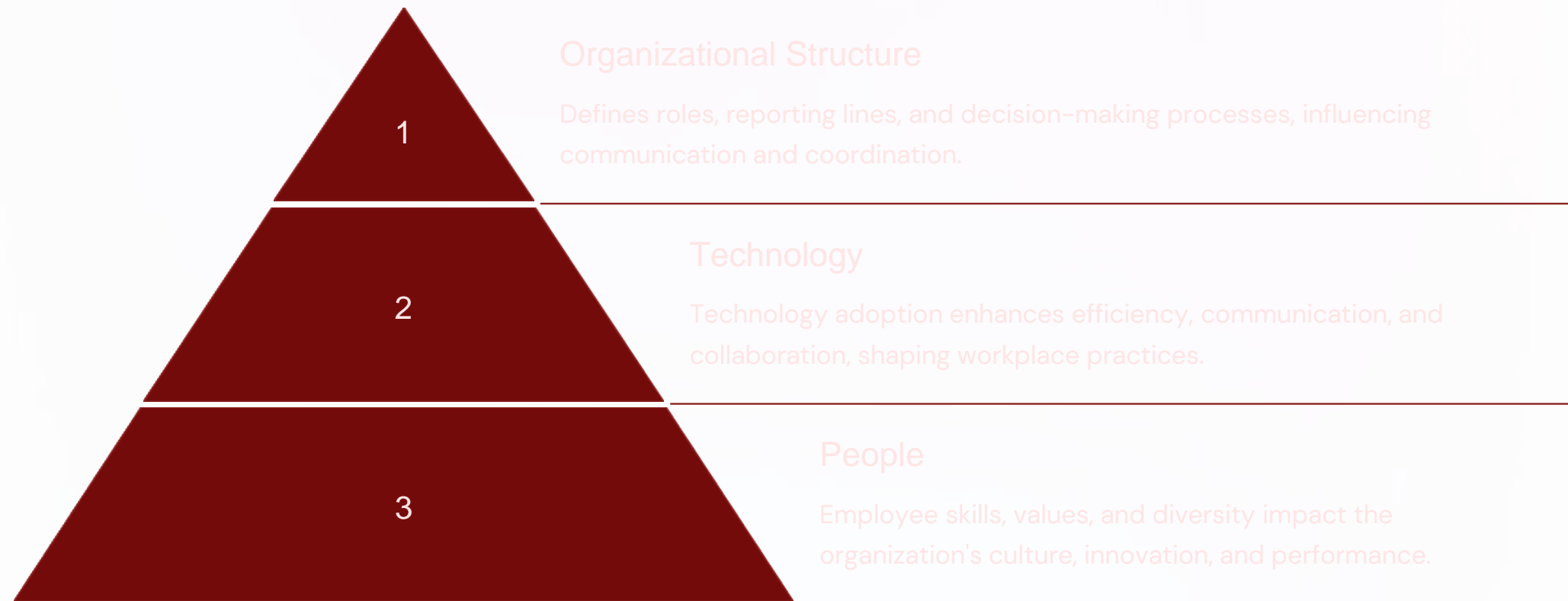
Political stability, legal regulations, and government policies impact organizational operations.

Social Trends

Changing societal values and demographics influence organizational practices, diversity, and inclusion.



Organizational Environment: Analyzing the impact of structure, technology, and people on the organization



Complexity and Variability: Addressing the challenges posed by organizational complexity and environmental variability

1

Adaptive Organizations

Organizations need to be adaptable to changing environments and unexpected challenges.

2

Agile Practices

Agile methodologies help organizations respond to changing demands and adapt quickly to new situations.

3

Strategic Planning

Effective planning helps organizations navigate complex environments and prepare for future uncertainties.

Stress, Fatigue, and Monotony: Strategies to manage and mitigate the impact of work- related stress, fatigue, and monotony

1

Stress Management

Implement strategies for stress reduction, such as mindfulness, relaxation techniques, and employee support programs.

2

Fatigue Prevention

Promote healthy work-life balance, encourage adequate sleep, and provide breaks throughout the day.

3

Job Rotation

Rotate job tasks to reduce monotony and increase engagement, preventing burnout and promoting motivation.



Perception and Learning

Perception

It's the process of how we select, organize, and interpret information from our surroundings.

Learning

It encompasses acquiring new knowledge, skills, and attitudes through experience and interaction.



Personality and Motivation Theories

Personality

It's the unique blend of traits, behaviors, and patterns that make us who we are.

Motivation Theories

They explain why people are driven to act in certain ways, based on needs, goals, and rewards.



Social System: Culture, Role, and Status



Culture

It's the shared values, beliefs, and practices that shape an organization's identity.



Role

It's the expected set of behaviors and responsibilities associated with a position in the organization.



Status

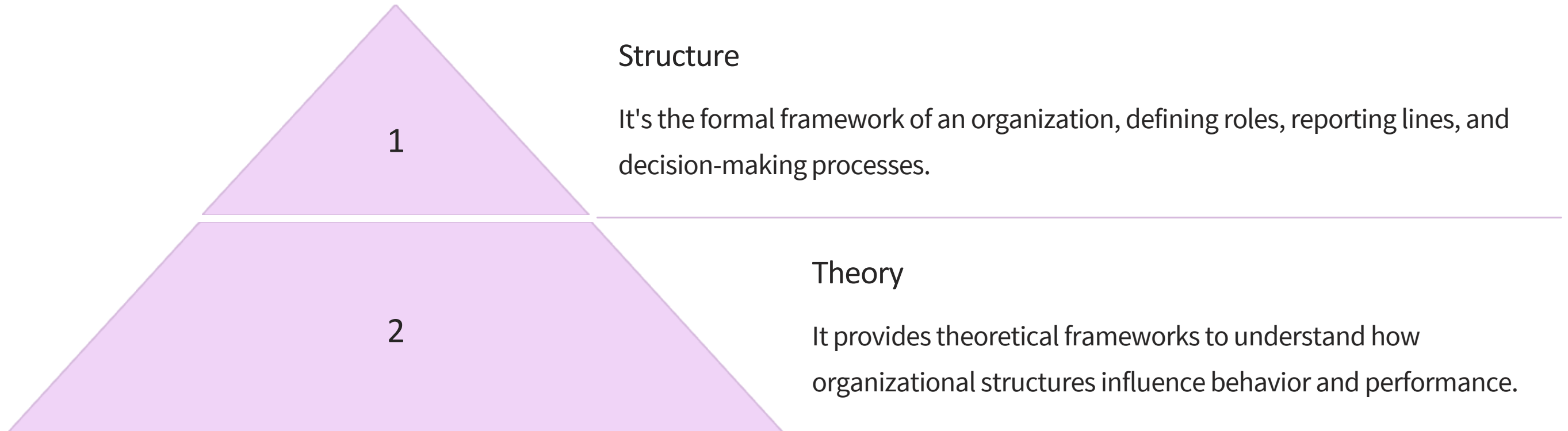
It's the social standing or prestige assigned to individuals or groups within an organization.



Environmental and Experiential Influences

- 1 — Our environment shapes our perceptions, values, and behaviors. It includes both physical and social aspects.
- 2 — Experiences like training, mentoring, and job assignments can significantly impact our growth and development within an organization.

Organizational Environment: Structure and Theory



Technology, People, Complexity, and Variability

1

Technology

It's transforming how we work, leading to increased efficiency, communication, and knowledge sharing.

2

Complexity

It's the ever-changing environment of modern workplaces, requiring adaptability and problem-solving skills.

3

Variability

It's the natural variation in individual performance, work styles, and organizational needs.

Stress, Fatigue, and Monotony

1

Stress

Excessive pressure can lead to burnout and decreased productivity.

2

Fatigue

It's a decline in physical or mental energy, impacting focus and decision-making.

3

Monotony

Lack of variety and challenge can lead to boredom and decreased motivation.

