

Q3 Define fundamental concept on organisational behaviour. Define importance of values.

Ans There are two fundamental concepts of organizational behaviour, such as

- ★ The nature of people
- ★ The nature of organization

The nature of people: There are three basic concepts about the nature of people.

1. Motivated behaviour - Motivation is essential to the operation of organization. An organization with sophisticated technology and equipment can't work if the human resources aren't motivated and guided properly. So the authority should inspire or move motive the human resources by providing different kinds of facilities.

2. Desire for Involvement: Today many employees are actively seeking opportunities at work to become involved in

16 Relevant decision. They may to make a contribution by their talents and ideal for the organization.

31 value of the person → People deserve to be treated differently from other factors of production (Land, capital, and Technology) They want to be treated with caring, respect and dignity. They refuse to accept the old idea that they are simply economic tools.

★ The nature of organization - There are two key concepts about the nature of the organization.

11 mutual system:- organization need people and people need

organization.

organization have a human purpose

They are formed and maintained

on the basis of some mutuality

of interest among their participants

Managers need employee to

help them reach organization.

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2) ~~ETH~~ Ethics → In order to attract & retain value of experienced employees ethical treatment that organization must ensure a higher standard of ethical performance by managers.