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Scope of organization Behavior -

In a very broad sense, the scope of OB is the extent to which it can govern or influence the operations of an organization. The scope of OB integrates 3 concepts respectively -

Individual Behavior -

In the study of individual personality, learning, attitudes, motivation and job satisfaction in this study, we interact with others in order to study about them and make our perception about them.

Example -

The personal interview round is conducted to interact with candidates to check their

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skills, apart from those mentioned in the resume.

Inter-individual behaviour -

In the ~~sttd~~ study conducted through communication b/w the employees among themselves as well as their subordinates understanding people's leadership qualities, group dynamics, group conflicts, power and politics.

Example -

A meeting to decide list of new board members.

Group Behaviour -

Group behavior studies the formation of organization, structure of organization and effectiveness of organization. The group efforts made towards

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the achievement of organization's goal is group behavior. In short, it is the way how a group behaves

example -

strike, rally etc.

→ Fundamental concept of OB -

OB is based on a few fundamental concepts which revolve around the nature of people and organizations.

Such basic concepts are not specific to the field of OB.

In every field of so. sc. or even physical science, has a philosophical foundation of basic concepts that guide its development. There are certain philosophical concepts in

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organizational behavior also.

The fundamental concepts of
OB are -

Individual differences

Perception

A whole person

Motivated behavior

The desire for involvement

The value of the person

Human Dignity

Organizations are social system

mutuality of interest

Holistic concept.