

Ans Fundamental Concept:
Following are the fundamental
concept of OB.

1) The Nature of people:

Individual Differences: People have
much in common,

but each person in the world
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The idea of individual
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each person is unique and
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2) Perception

Q3. Explain the fundamental concept of organisational behaviour.

[7.5 Marks]

Ans. Fundamental Concept :

Following are the fundamental concept of organisational behaviour :

I. The Nature of People :

- 1. Individual Differences :** People have much in common, but each person in the world is also individually different. The idea of individual differences is supported by science. From the day of birth each person is unique and individual experiences after both tend to make people even more different.
- 2. Perception :** People look at the world and see things differently. Even when presented with the same object, two people may view it in two different ways. Employees see their work worlds differently for variety of reasons. They may differ in their personality needs, demographic factors and past experiences or they may find themselves in different physical setting time periods or social surroundings.
- 3. A Whole Person :** Different human traits studied separately, but in final analysis they are all parts of one system making up a whole person. When management practices organisational behaviour it is trying to develop a better employee, but it also wants to develop a better person in terms of growth and fulfillment.
- 4. Motivated Behaviour :** Motivation is essential to the operation of the organisations. No matter how much technology and equipment an organisation has, these resources can't be put to use until. They are released guided by people who have been motivated.
- 5. Desire for Involvement :** The desire is reflected in their drive for self efficiency, or belief that one has the necessary capabilities to perform a task, fulfill role expectations and make meaningful contribution. Organisation need to prove opportunities for both parties.
- 6. Value of the Person :** People deserve to be treated differently from other factors of production because they are of a higher order in the universe. Because of this distinction, they want to be treated with care respect and dignity, increasingly, they demand such treatment for employees.

II. The Nature of Organisations :

- 1. Social System :** From social system we learn that organisations are social system. Consequently, activities there in are governed by social laws as well as psychological laws. Just as people have psychological needs, they also have social roles and status. Their behaviour is influenced by their group as well as by their individual drives.
- 2. Mutual Interest :** Organisations need people and people need organisation. Organisations have a human purpose. They are formed and maintained on the basis of some mutuality of interest among their participants.
- 3. Ethics :** In order to attract and retain valuable employees in an era which good workers are constantly recruited away, ethical treatment is necessary. To succeed, organisation must treat employees in an ethical fashion.

IMPORTANCE OF VALUES

- Values act as guidelines – values tell one what one ought to do and ought not to do
- By determining one's thoughts, actions, emotions and reasoning, Values constitute a person's identity and character
- Values bring quality and meaning to life making us realize that **WHAT WE ARE IS MORE IMPORTANT THAN WHAT WE HAVE**