

Section - 4

ns 2 The supportive model approach states that employees are self-motivated and have value and insight to contribute to the organization, beyond just their day to day role. It is built around the concept of leadership. In this model, the concept of leadership is presented with a managerial point of view, where the manager actually leads his/her employees by setting good examples, being available and by being involved in the various work tasks. In other words, the manager strives to create a supportive working atmosphere for the workers.

Goals of the Supportive Model in OB
Given that the supportive model is based on the premise that employees are self-motivated and take pride in their work and want to deliver good results for the organization, then the supportive model attempts to leverage this self-motivation through support and involvement at the employee's direct management.

Role of the Manager - The subordinate model of organizational behaviour, the manager needs to be seen as a positive support facilitator just like. The manager should be committed to all employees, with the intent of getting the best out of each of them. This management approach should result in a high degree of employee satisfaction, which would further improve performance over time. This management also highlights the view that employees are key asset of the organization that should be nurtured and developed and an appropriate corporate culture created that helps foster a positive environment.