

Section-5

Ans 2 Cultural Diversity:

- This competence as Hill implies that management must understand the difference in the interrelations with people from different cultures.
- Every cultural setting has its own patterns that shape the manner by which people interrelate, such as: how they respect each other, the conversation they have, the way they handle pressure situations, business practices and many more different ways of interacting.
- There is also a difference in the way that feedback is given to a colleague which is considered to be standard in the US could actually be considered rude in another culture.
- The way by which you deal with your boss is totally different in many countries. Some of our basic replies can also have a different meaning, depending on the role that you play.
- It is important for management to understand these different cultural customs especially to carry business at international level.
- Many people and organizations are well aware of this. There are companies that step up courses related to cultural immersion for

Management Personnel that are going to be sent abroad.

Nature of organizational behaviour.

organizational behaviour is emerging as separate field of study therefore its nature is likely to change over a period of time.

- The nature can be identified as follows

① A field of study and not a discipline. = organizational behaviour, because of its broad base, recent emergence, and Interdisciplinary orientation, is not accepted as science. It is a field of study rather than a discipline.

② Interdisciplinary approach: An interdisciplinary approach integrates the relevant knowledge drawn from different disciplines for same specific purpose.

③ An applied Science: The nature of organizational behaviour is application of various sciences to solve organizational problems related to human behaviour.

④ A normative Science: organizational behaviour deals with what is 'accepted' as individual and society engaged in an organization.

⑤ Humanistic and optimistic: organizational behaviour is based on belief that people have an innate desire to be independent, create and productive.

(a) oriented towards organizational objectives:-
It should not be understood that organizational behaviour emphasizes with achievement of individual objectives without integration of organizational objectives.

(b) A total system approach - The system approach is an integrative approach which takes into account all variables affecting organizational functioning.