Organizational Behavior- the Essential thing in an Organization

by Mark Bennett

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The one thing that many of us know is that working in an organization requires certain rules and regulation that need to be followed. Not like the traffic or other rules that you follow in your day to day life. But there are some standard rules that you need follow at the office. You cannot term them as rules, but a code of conduct. In a sense, this code of conduct can be termed as organizational behavior.

Just like how fastest internet is a common knowledge among people, in the same way organizational behavior is a common knowledge in the area of individuals, groups, and structure within an organization. This behavior contributes to the efficiency, and effectiveness of a job. It lays down the do and donâ€™ts in a job. While working in an organization, there is a need to behave among your colleagues and managers. You need to be polite, frank, open-minded and try to have the uncanny quality of listening. You cannot be short tempered, impatient, and rude. These qualities are non-ethical and provocative. They may make you unpopular and avoidable character among your superiors and subordinates.

Being a hated character is not good if you have the inbuilt and the dying need to become successful. Many of us have the urge to become successful and reach the topmost position of an organization. To do so, we need to follow the desirable organizational behavior. It could create and command respect from the people we mingle daily. Sometimes others will admire us and will want to follow our footsteps. Frankly, having a good organizational behavior will draw the attention of your superiors and managers. This could be a good thing for your career and future.

One of the most important and broad-based challenges facing organizations today is adapting to people who are different. Organizations are becoming more heterogeneous in regards to gender, race, and ethnicity. Even to an extent, it is becoming impossible to understand and make people adapt the behavior of the people as per the organizational behavior guidelines. We all know that human behavior is complex and rigid. Some are able to change their behavior and adapt to the situation, while others don't do so. When they are people of different cultures, race, etc; there is bound to be conflict of ideas and viewpoints. So how can you propel the conflicts of ideas and viewpoint to a common goal to have a better organization behavior. Well it is left to the managers and supervisors.

Managers play a large role in this process as they must have the necessary skills to work with the diverse groups of employees. Due to the globalization of many companies, some managers are forced to go to another country and train new employees. Also within their own country there is a diverse work force. This is a change that the company has to deal with and learn from. Some companies are allowing flexible schedules, to accommodate different environments such as the family oriented. Others are making material in several languages. These are a few ways to deal with the diverse work force.

As we can see organizational behavior is dealing with people, the study of peopleâ€™s behaviors. Given that people are more inclined to do and show their best in times of need. They would perform their best before the performance review or when they have the urge to go to the next level. They known how to behave and please others and get into their good books. Some of them act like they care for you and would listen to your problems and offer solutions. But this behavior is not their true behavior. They create an artificial behavior to impress and sweep others off their feet.

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