

REVIEW ARTICLE

ORGANIZATIONAL BEHAVIOUR IN CORPORATES

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Organization and its behavior is necessary for any Corporate Company and Employees are the key factor's of any organization. Thus we can conclude the organization success by keeping in view of employee behavior and organization behaviors simultaneously. In corporate world the managers in the middle line help employees of lower management to connect the top management by taking feedback of all the employees in the organization. This really help top management to describe organizational behavior and its target. To meet the deadline of the targets of business, employer should have better communication and transparent organization behavior and provide training to employees to expertise their knowledge and skills.

success for every company and its organizational behavior to deal with their employees and help in taking out the output from their knowledge and skills to successfully meet the targets of the organization which can help in generating the revenue and also help in expanding their business in different environment.



Level of Organizational Behavior Analysis

Source By: What is Organizational Behaviour? definition and basic assumptions - Business Jargons

Manager should coordinate with different department, various individuals/Employees with different interest and temperament to analyze the aspect of behavior of each employee in any manner by taking feedback or by organizing view exchange programmes on different ideas of concerned business. Manager should try to maintain the bond between different teams , and maintain strong bond between seniors and subordinates. And manager sometimes delegate his responsibility to team manager to motivate their team mates and analyze and evaluate the behavior of their team for successful completion of their team targets and meet the deadline easily which already prescribed by top management in Organizational behavior.

The functions of management as already known by corporates are planning, organizing, motivation, coordination and controlling are the key

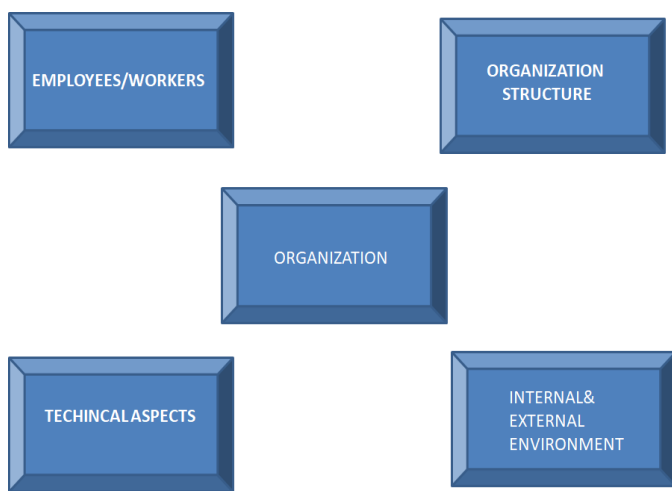


Source By: Organizational Behaviour Assignment Cap co Ltd

There should be a sub-system known as delegation of authority and responsibility from manager to deputy managers , team manager and so on. Manager should operate in a framework that has already prescribed by top management for the Organizational behavior. Organizational behavior in corporates culture deals with motivational factors which includes affiliation, safety, security, high standard of living etc.

Behavior is doing the work prescribed in company norms. Human behavior should be motivated and actively participated in generating revenue. Organizational behavior is the study of judging and analyzing the behavior of employees in the organization which reflect through their behavior and attitude. The key elements to any organization are Employees / workers, Organization structure, Technical aspects, Internal Environment / External Environment

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KEY ELEMENTS OF AN ORGANIZATION

Source By: IRF

1. EMPLOYEES/WORKERS

For every organization there is main factor called employees or workers on which organization success is totally depend. If an organization has expert workers with good technical/ professional skills and knowledge as well as their attitude and behavior is devoted towards organizational goals. Then if there is any obstacles or hurdles comes on the way, the company can easily avoid it and reach its goals easily.

2. ORGANIZATIONAL STRUCTURE

There is professional relationship in the corporate culture between managers and subordinates. One should follow all the norms/rules and regulation prescribed in a framework which is laid by top management. Manager should observe and analyze the behavior and attitude towards work given to employees. The work should be completed in the given time to meet the deadline and company can easily generate its revenue.

3. TECHNICAL ASPECTS

Latest technology should be there in the company to meet the requirements of the business. So that there will be no hurdles in completion of the target in business. If there are some technical changes arises in the market, company should have the information about it and provide training and development programmes to their employees for the up gradation in the work and meet the latest requirements of the business and achieve organizational goals efficiently and effectively.

4. INTERNAL ENVIRONMENT AND EXTERNAL ENVIRONMENT

No single company can work or exists all alone. Every company whether it is running on domestic or international depend on another company for the raw material or machinery and sometimes on finished goods also. Internal and external environment both are important for every business entity. There should be a proper format for internal environment and employees should work under the norms given by the company and on the other hand in external environment the information should be gathered properly to meet the requirements of the market. One should be upgraded according to the market structure to meet the deadlines properly. Organizational behavior is also deals with to increase amount with quality of expertise workers. There are following points below to be considered to understand the Organizational behavior is important in Corporate Companies:

4.1 Enhancement of Performance

Once the organization is upgraded with all of its resources, they need to focused on their organizational behavior to determine and analyzing the attitudes and behavior of their employees for the successful completion of the work out of which company can generate more revenue out of their targeted profit. Company can ready to serve their employees with high salaries and other benefits then automatically employees ready to give best output from knowledge and skills and they will perform well and meet their target in the given time frame.

4.2 Increase Job Opportunities

A company with proper up gradation and knowledge of changing of market situation hires new employees with new talents who are experts in new technology and advanced professional skills who can help the organization to meet the current demands of the changing environment. Changing demand of the market which become obstacles in reaching the goals can create many job opportunities for hiring new talents.

4.3 Promote innovative techniques in Machinery/Technological changes

Changing environment of market leads to changes in internal environment of business. The technique which were using before became obsolete as environment changes with new technology and required proper training and development programmes to their existing employees to serve the current market situation and many innovative changes requires in machinery as well as requirement of purchasing of new machinery and hiring of new talents become necessary for running business with changing environment.

4.4 Encourage employers or managers

Proper leadership should be there for implementation of proper organizational behavior. Manager should be disciplined if he has to maintain the balance between human behavior and target completed on given time. He has to keep regular check on the employees track, he has to maintain discipline in work area and motivate his employees to work and devote themselves to meet the deadline.

4.5 Better customer services and feedback

Running of business is not a simple term to define as this is a chain system from manufacturers to retailers, retailers to customers and customers is the person who complete this transaction after paying money against purchasing of finished goods. So every business needs to focus of what to produce and for whom to produce, how to produce to satisfy their customer needs. Customer satisfaction is the main component for running any business as customer help in generating the revenue of business. Therefore, many organization takes feedback from their customers and give the final report to the top management which help the managers to take proper decision in expanding their business.

4.6 Encourage Morality

Any organization whether in domestic territory or in international business should have the ethical behavior which help the organization to maintain dignity in market. If company has proper organizational behavior then they will definitely follow the ethics of business in a manner to reach organizational goals smoothly without hurting the sentiments of any person or organization. Ethical behavior increases the customer satisfaction and leads to increase the goodwill of business in market.

4.7 Create positive internal environment

Proper training to existing employees and hiring of new talents with changing environment should be balanced to create positive environment in business. Their should be healthy competition between employees. The dissatisfaction of employees result in loss of business. Manager should motivate their employees timely to maintain their job satisfaction and complete the target in a positive manner, to reach out organizational growth efficiently and effectively.

5. CONCLUSION

In corporate culture solution to the problem is only implementation of strong organizational behavior and manager should deal the attitude and behavior of the employees by timely check. There should be a proper discipline maintain in the organization. Timely training and development programmes, group discussion are necessary to reach top management directly to their employees which can help them to make changes in the decisions of the organization.

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