

Ebook free Icm paper on organisational behaviour [PDF]

barnard was prompted by vilfredo pareto s seminal four volume work mind and society to apply his theories of sociology to management studies barnard s study of interaction between people in economic settings was contentious in that he concluded that human behaviour within these settings is largely non economic and instead approaches ritualistic symbolism the davis conference on organizational research held for the last 15 years is the world s leading conference for qualitative researchers in organizational studies scholars receiving the best presentation awards at the davis conference for the past 6 years have contributed chapters to this volume these papers explore social relationships in organizations and work and cover a diverse set of topics ranging from boundary spanning in collaboration and teamwork to embodied competence at work and beliefs about availability among professionals yet all the papers are similar in that they benefited from the community of over 150 scholars developed through the davis conference and represent qualitative research at its very best originally published in 1986 this volume brings together papers on the organisational structure of select public enterprises from nine countries developed and developing they are set in different forms work in different sectors and have diverse experiences often on similar issues the papers are written by top executives of the respective enterprises and therefore contain an authentic presentation of the problems and processes of organisation the editor has included at the beginning an analytical review on certain fundamental aspects of organisational structure which for the purpose of this volume has been conceived in wide terms every one of these aspects is not exactly covered by every empirical paper at the end he has provided a comparative review trying to keep to a minimum repetition of material from the papers overview of behavioural sciences social theories concerning organization behaviour reviews and compares three major theoretical perspectives purposive or goal directed externally constrained and social constructionist at the level of individual group and organization behaviour with reference to relevant social research considers the practical application of these theories in office job design and personnel management bibliography seminar paper from the year 2005 in the subject leadership and human resource management miscellaneous grade 72 university of bradford school of management course organisational behaviour language english abstract this assignment aims at discussing whether a strong organisational culture which can be used as a tool of management control helps to both motivate staff and improve company performance and should therefore be encouraged organisational culture can be defined as the basic values ideologies and assumptions which guide and fashion individual and business behaviour wilson and rosenfeld 1990 p 229 following schein organisational culture can be subdivided into three levels representing the visibility to the observer most visible are the culture s artefacts or surface manifestations including organisational structure processes physical environment technology and products employees clothing manners of address as well as language and company myths these and other artefacts can be discovered while interacting with the organisation as an employee customer or other stakeholder the second level are espoused beliefs and values the companies set of values normally establishes over a long period emerging from the founders and managements own mindset these values are or better should be adopted by all employees as a part of their own values and beliefs and are also manifested as stated company values the third and most in depth level of organisational culture are the underlying basic assumptions they evolve when beliefs and values become treated as reality though they are never visible to an observer and can be described as the company s own culture schein 2004 an important factor when looking at organisational culture is the similarity or differences of the management s and the employee s view of corporate culture a high match of organizational culture levels results in a strong organisational culture whereas differences in both groups mindsets lead towards a weak culture important thereby is not only a match of the culture s manifestations which only leads to a superficial strong culture much more significant is sharing of the same values and underlying assumptions hartog and verburg 2004 in a strong organisational culture common thinking and views between employers and employees may eventually result in a better working atmosphere an alignment of the workforce and ultimately in better performance deal and kennedy 2000 weak corporate cultures on the other hand are marked by less shared values beliefs and assumptions and are less stringent in its thinking but are therefore also more open to changes and 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washington university dept of organizational sciences course organizational management 34 entries in the bibliography language english abstract transforming a caterpillar into a butterfly ghoshal and bartlett 1997 270 this is the process many organizations have to and are undergoing these days organizations are converting themselves from the traditional hierarchical organization into the contemporary organic learning and individualized corporation kimberly and bouchikhi 1995 9 but 1 what are the attributes of these modern organizations 2 what makes them so different from traditional organizations 3 and how are they managed moreover it comes with a painful impression to realize that the transformation from a caterpillar into butterfly is a struggling process therefore 4 what are the underlying pressures and forces which simultaneously drive but also restrain the transformation into the modern organization ghoshal and bartlett 1997 270 in this matter jack welch is the best example by turning general electric ge into the modern organization par excellence resulting in ge s extraordinary performance and an average annual growth of the stock rate of 18 1 since 1981 industry average 12 2 lakshman 2005 435 kimberly and bouchikhi 1995 9 16 17 there is no unique recipe to successfully guide this process simply reading and trying to copy 1 1 what jack welch did at ge will not function in any other organization each organization is as unique as its people for these reasons it is important to understand the underlying principles of the modern organization in order to identify the answers to the questions stated above in order to determine organizational effectiveness besanko et al 2004 3 moreover this knowledge offers a powerful source in appropriately leading one s organization to become and to be as agile as a start up while still being able to rely on the potential resources of a large scale caterpillar organization ghoshal and bartlett 1997 264 268 thus the goal of this 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years the davis conference on qualitative research has welcomed research projects by the very best qualitative organizational researchers in the world this conference has helped authors develop and hone theoretical ideas in an environment friendly to qualitative methods and more importantly has begun to build a community of qualitative researchers that work on organizational and management issues the authors winning the best presentation awards at the davis conference over the past five years have contributed chapters to this volume the ideas in these chapters were born before the conference but were nurtured through dialogue at the conference and subsequently matured through later interactions among the community of qualitative scholars associated with the conference as such this volume represents the fruits of our collective labor as a qualitative research community this collective and iterative process is a hallmark of qualitative methods and often leads to a counter intuitive ah hah experience for the researcher this volume showcases some of the very best of those ah hah experiences from the organizational qualitative research community essay from the year 2010 in the subject business economics business management corporate governance grade a prifysgol cymru university of wales course organisational learning and development language english abstract this paper deals with organizational learning in the digital business world where rapid changes are having a serious effect on organizations and where success primarily depends upon the people involved the first part of the paper gives a brief overview of the prevailing management principles which were advocated by well known theorists and have been adopted by many organizations to date as the paper progresses it broadly deals with the purpose of organizational learning and its principles to provide an example of how a learning organization operates in practice the approach of the e commerce company ebay will be analysed in order to draw attention to the contribution of learning principles to organizational success finally contemporary issues which seem to negatively affect ebay and its corporate culture will be discussed this book focuses on developing a cogent theory that leads to the specification of a hypothesis that can be taken up for subsequent empirical examination it is a concise and holistic guide to theory building for such hypothesis specification this volume breaks down the process of theory building into its component steps and explains each of them starting with formative concepts of theory units of theory principles and processes of theory to explaining theory building for hypothesis specification in organizational studies the uniqueness of the book

lies in its focus on theory building for the specific purpose of hypothesis creation rather than for propounding any grand idea or concept it is enhanced with insightful texts and citations of thinkers and researchers of international repute since the early 1980s researchers and practitioners in the organisational and management fields have presumed a link between organisational or corporate culture and organisational performance whilst many believe this exists other authors have been critical of the validity of such studies part of this doubt stems from a reliance on measures of organisational performance that are based purely on financial measures of business growth using the construction industry as the subject of his research vaughan coffey traces the development of the literature on organisational culture and business effectiveness and investigates the culture performance link using a new and highly objective measure of company performance and an evaluation of organisational culture which is largely behaviourally based providing a theoretical contribution to the field this work shows that various cultural traits appear to be closely linked to objectively measured organisational effectiveness this book will be valuable to professionals and researchers in the fields of management and public policy it indicates directions for construction companies to develop and change and in doing so strengthen their chances of remaining strong when opportunities for work might deplete and only the most successful companies will be able to survive this comprehensive textbook discusses the intricate dynamics of organisational behaviour an essential field of study that examines the impact of individuals groups and structures on organisational behaviour as organisations evolve including the advent of virtual workspaces understanding the complexities of managing diverse workforces and organisational operations becomes increasingly critical the book emphasises the significance of human behaviour in organisational contexts recognising humans as pivotal organisational resources it discusses the variability of individual and group behaviour influenced by both on the job and off the job factors and the role of behavioural science in predicting and analysing these behaviours intended primarily for undergraduate students pursuing degrees in commerce b com computer applications bca and business administration bba this book aims to facilitate an easy and comprehensive understanding of the subject matter through simple language and a student friendly presentation the present publication is the latest 2024 edition authored by prof dr neeru vasishth with the following noteworthy features simple and lucid language this book uses simple language to ensure concepts are easily understood making it both a practical guide for future managers and a solid academic resource interdisciplinary nature this book emphasises organizational behaviour as a crucial field that examines the impact of individuals groups and structures on behaviour within organisations drawing on disciplines like o psychology o sociology o social psychology o anthropology this interdisciplinary approach aids in understanding various aspects affecting human behaviour at work key concepts and theories the book discusses perception learning motivation leadership decision making work stress group dynamics and organisational culture it aims to provide a comprehensive understanding of how these factors influence behaviour in the workplace and contribute to organisational success the detailed content of this book is as follows organisational behaviour nature and scope o the book begins with an overview of organisational behaviour discussing its nature scope and the relationship between management and the organising function it sets the foundation by comparing organisational behaviour with organisational theory highlighting the features and importance of studying organisational behaviour it also traces the emergence and development of organisational behaviour as a field of study emphasising its interdisciplinary nature and the synthesis with behavioural sciences individual behaviour o this chapter explores the factors affecting individual behaviour within organisations it introduces models of individual behaviour laying the groundwork for understanding the complex dynamics that influence employee actions and decisions personality o focused on personality this chapter explores its meaning features and the various factors that affect personality development it presents personality traits theories of personality and their application to organisational behaviour providing insights into how personality impacts workplace dynamics attitudes and values o attitudes and values are pivotal in shaping organisational culture and employee behaviour this chapter covers their meanings features and components alongside the functions sources and impact of attitudes on organisational commitment and job satisfaction it also discusses the process of attitude change methods for measuring attitudes and the relationship between values beliefs and behaviour learning o addressing the meaning and features of learning this chapter examines the factors influencing learning various theories of learning and the concept of reinforcement it underscores the significance of learning in organisational settings and its implications for performance and adaptation perception o this chapter explores perception s meaning features and importance along with factors affecting perception and perceptual distortions it also provides strategies for developing perceptual skills enhancing understanding of the perceptual process in organisational contexts

communication o this chapter elucidates the meaning nature and importance of communication within organisations it outlines the communication process channels dimensions and mediums addressing barriers to effective communication and principles for enhancing communication effectiveness interpersonal behaviour o covering the essence of interpersonal behaviour this chapter provides strategies and techniques for developing interpersonal skills and the role of emotional intelligence in organisational effectiveness motivation o this chapter comprehensively examines motivation including its meaning models and various theories need cognitive reinforcement and behavioural theories it discusses the nature and importance of motivation linking it to intrinsic motivation and performance outcomes organising o this chapter discusses the meaning nature and organisation process within organisations it also discusses the significance of organising principles and the dynamics between formal and informal organisation structures organisation structure o this chapter focuses on organisation structure its elements and the distinction between mechanistic and organic structures factors affecting organisational structure and various organisational formats theories are also discussed group dynamics o this chapter addresses the meaning of groups their features types and the dynamics within groups including development stages cohesiveness and decision making processes it contrasts groups and teams exploring team building and effectiveness work teams o this chapter introduces the concept of work teams highlighting their importance and differentiating them from other groups within organisations it covers various team types including project teams and cross functional teams and discusses quality circles and strategies for building effective teams conflict management o this chapter explores organisational conflict and its dynamics it evaluates how conflict affects performance outlines management philosophies and presents strategies for conflict resolution emphasising emotional intelligence leadership o this chapter underscores leadership s significance in organisations distinguishing between leadership and management it reviews various leadership styles and theories including trait and situational theories and contrasts transactional with transformational leadership organisation culture o this chapter discusses the elements and functions of organisational culture its impact on performance and strategies for culture development and change organisational change o this chapter addresses the inevitability of change within organisations discussing forces driving change change management models like the force field analysis and overcoming resistance to change stress management o this chapter covers the nature of stress its causes and its effects on performance and health offering strategies for managing stress within organisational settings underscoring the link between effective stress management and organisational success the proceedings of the cib w65 symposium on the organization and management of construction conference are presented here and in the companion volumes as state of the art papers documenting research and innovative practice in the field of construction the volumes cover four broad themes business management project management risk management it development and applications each volume is organized to provide easy reference so that the practitioner can speedily extract up to date information and knowledge about the global construction industry managing the construction enterprise volume one covers the firm and its business environment markets and marketing human resource management strategic planning and quality management managing the construction project volume two focuses upon productivity procurement international projects and human issues in relation to management performance of construction organisations managing risk volume two incorporates discussion of risk away from regulation by government and those safety risks inherent in the construction process managing construction information volume three published in conjunction with construct it centre of excellence incorporates material on information systems and methods application of it to the design and construction processes and how it theory and applications are best transmitted to students and practitioners the work represents a collation of wide ranging ideas and theory about construction and how research has contributed to the development of the industry on a global application of research to the problems of the construction industry our most basic relationship with the world is one of technological mediation nowadays our available tools are digital and increasingly what counts in economic social and cultural life is what can be digitally stored distributed replayed augmented and switched yet the digital remains very much materially configured and though it now permeates nearly all human life it has not eclipsed all older technologies this handbook is grounded in an understanding that our technologically mediated condition is a condition of organization it maps and theorizes the largely uncharted territory of media technology and organization studies written by scholars of organization and theorists of media and technology the chapters focus on specific and specifically mediating objects that shape the practices processes and effects of organization it is in this spirit that each chapter focuses on a specific technological object such as the battery clock high heels container or smartphone asking the question how does this object or process organize in staying with the object the chapters remain

committed to the everyday empirical world rather than being confined to established disciplinary concerns and theoretical developments as the first sustained and systematic interrogation of the relation between technologies media and organization this handbook consolidates deepens and further develops the empirics and concepts required to make sense of the material forces of organization this text deals with increasing understanding of the relationships within organizational changes redesigns and performance the concept of the learning organization has spawned a number of books within the corporate sector the ideas underpinning this concept have a generic appeal and as a result organizational learning is the subject of increasing interest in the ngo sector and the not for profit world more widely this paper sets out to examine the relevance of the learning organization concept for ngos and concludes that the ideas have significant relevance for the sector the paper aims to provide ngo staff with a conceptual framework for the subject its purpose is not simply to describe the characteristics of a learning organization but to encourage ngos to examine their organizations in the light of these characteristics for this reason the paper includes a diagnostic tool the learning ngo questionnaire which ngos can use to assess their current capacity for organizational learning the paper seeks to stimulate ideas about how ngos can rise to the challenge of learning from adapting and continually improving the quality of what they do if they are to remain relevant as agents of social change in the 21st century between 1970 and 2000 stanford university enabled and supported an interdisciplinary community of organizations training research and theory building this title summarizes the contributions of the main paradigms that emerged at stanford in those three decades and describes the sociological conditions under which this environment came about the wto secretariat reports that during the period from 1995 to june 30 2007 wto members initiated 3097 anti dumping investigations of these 474 were put forward by india which made it the largest user of this measure among wto members the traditional argument of developing countries was that loopholes or absence of clear definitions in the anti dumping rules have increased the possibility of abuses and discretionary practices against them now many developing countries like india have become frequent users of this measure for a better understanding of the various provisions of the wto s anti dumping agreement ada a critical investigation of the resulting jurisprudence is a necessity to that end this timely work has a fivefold aim and to explore the jurisprudence that has emerged around the anti dumping regime and how it affected developing countries and to assess how effectively and to what extent the wto s dispute settlement body dsb is able to analyze the violations of ada provisions and to examine domestic compliance with dsb decisions and to study the indian cases which come before the nation s customs excise andamp sales tax appellate tribunal various high courts and the supreme court of india and and to offer recommendations for the improvement of the anti dumping regime from a developing country perspective

Organisational Management and Development 1999 barnard was prompted by vilfredo pareto s seminal four volume work mind and society to apply his theories of sociology to management studies barnard s study of interaction between people in economic settings was contentious in that he concluded that human behaviour within these settings is largely non economic and instead approaches ritualistic symbolism

Organization and Management 2003 the davis conference on organizational research held for the last 15 years is the world s leading conference for qualitative researchers in organizational studies scholars receiving the best presentation awards at the davis conference for the past 6 years have contributed chapters to this volume these papers explore social relationships in organizations and work and cover a diverse set of topics ranging from boundary spanning in collaboration and teamwork to embodied competence at work and beliefs about availability among professionals yet all the papers are similar in that they benefited from the community of over 150 scholars developed through the davis conference and represent qualitative research at its very best

Wise Management in Organisational Complexity 2012 originally published in 1986 this volume brings together papers on the organisational structure of select public enterprises from nine countries developed and developing they are set in different forms work in different sectors and have diverse experiences often on similar issues the papers are written by top executives of the respective enterprises and therefore contain an authentic presentation of the problems and processes of organisation the editor has included at the beginning an analytical review on certain fundamental aspects of organisational structure which for the purpose of this volume has been conceived in wide terms every one of these aspects is not exactly covered by every empirical paper at the end he has provided a comparative review trying to keep to a minimum repetition of material from the papers

Paper P4 Organisational Management and Information Systems 2008-12 overview of behavioural sciences social theories concerning organization behaviour reviews and compares three major theoretical perspectives purposive or goal directed externally constrained and social constructionist at the level of individual group and organization behaviour with reference to relevant social research considers the practical application of these theories in office job design and personnel management bibliography

CIMA : Chartered Institute of Management Accountants 2008 seminar paper from the year 2005 in the subject leadership and human resource management miscellaneous grade 72 university of bradford school of management course organisational behaviour language english abstract this assignment aims at discussing whether a strong organisational culture which can be used as a tool of management control helps to both motivate staff and improve company performance and should therefore be encouraged organisational culture can be defined as the basic values ideologies and assumptions which guide and fashion individual and business behaviour wilson and rosenfeld 1990 p 229 following schein organisational culture can be subdivided into three levels representing the visibility to the observer most visible are the culture s artefacts or surface manifestations including organisational structure processes physical environment technology and products employees clothing manners of address as well as language and company myths these and other artefacts can be discovered while interacting with the organisation as an employee customer or other stakeholder the second level are espoused beliefs and values the companies set of values normally establishes over a long period emerging from the founders and managements own mindset these values are or better should be adopted by all employees as a part of their own values and beliefs and are also manifested as stated company values the third and most in depth level of organisational culture are the underlying basic assumptions they evolve when beliefs and values become treated as reality though they are never visible to an observer and can be described as the company s own culture schein 2004 an important factor when looking at organisational culture is the similarity or differences of the management s and the employee s view of corporate culture a high match of organizational culture levels results in a strong organisational culture whereas differences in both groups mindsets lead towards a weak culture important thereby is not only a match of the culture s manifestations which only leads to a superficial strong culture much more significant is sharing of the same values and underlying assumptions hartog and verburg 2004 in a strong organisational culture common thinking and views between employers and employees may eventually result in a better working atmosphere an alignment of the workforce and ultimately in better performance deal and kennedy 2000 weak corporate cultures on the other hand are marked by less shared values beliefs and assumptions and are less stringent in its thinking but are therefore also more open to changes and fluctuations

CIMA Intermediate Paper 11 Organisational Management (IORG) 2016-02-01 seminar paper from the year 2006 in the subject business economics business management corporate governance grade 1 0 the george washington university dept of organizational sciences course organizational management 34 entries in the bibliography language english abstract transforming a caterpillar into a butterfly ghoshal and bartlett 1997 270 this is the process many organizations have to and are undergoing these days organizations are converting themselves from the traditional hierarchical organization into the contemporary organic learning and individualized corporation kimberly and bouchikhi 1995 9 but 1 what are the attributes of these modern organizations 2 what makes them so different from traditional organizations 3 and how are they managed moreover it comes with a painful impression to realize that the transformation from a caterpillar into butterfly is a struggling process therefore 4 what are the underlying pressures and forces which simultaneously drive but also restrain the transformation into the modern organization ghoshal and bartlett 1997 270 in this matter jack welch is the best example by turning general electric ge into the modern organization par excellence resulting in ge s extraordinary performance and an average annual growth of the stock rate of 18 1 since 1981 industry average 12 2 lakshman 2005 435 kimberly and bouchikhi 1995 9 16 17 there is no unique recipe to successfully guide this process simply reading and trying to copy 1 1 what jack welch did at ge will not function in any other organization each organization is as unique as its people for these reasons it is important to understand the underlying principles of the modern organization in order to identify the answers to the questions stated above in order to determine organizational effectiveness besanko et al 2004 3 moreover this knowledge offers a powerful source in appropriately leading one s organization to become and to be as agile as a start up while still being able to rely on the potential resources of a large scale caterpillar organization ghoshal and bartlett 1997 264 268 thus the goal of this paper is to create an in depth understanding of the contemporary the modern organization

Qualitative Organizational Research - Volume 3 2019-02-07 a study text designed for paper 4 of the foundation level 2000 2001 acca professional examinations in accountancy from a range of study materials developed according to three key values in professional exam publishing taking into account time pressures the guide covers the exam syllabus and where possible highlights key examinable topics it is designed to be self contained covering the whole syllabus and is revised in response to syllabus and legislative changes

Public Enterprise 2004-01 these proceedings represent the work of contributors to the 17th international conference on intellectual capital knowledge management organisational learning icickm 2020 hosted by aci and the university of toronto canada on 15 16 october 2020 the conference chairs are dr anthony wensley from the university of toronto and dr max evans from mcgill university the programme chair is dr ilja frissen from mcgill university

Cima Paper 11 Organisational Management (Iorg) 1954 over the past five years the davis conference on qualitative research has welcomed research projects by the very best qualitative organizational researchers in the world this conference has helped authors develop and hone theoretical ideas in an environment friendly to qualitative methods and more importantly has begun to build a community of qualitative researchers that work on organizational and management issues the authors winning the best presentation awards at the davis conference over the past five years have contributed chapters to this volume the ideas in these chapters were born before the conference but were nurtured through dialogue at the conference and subsequently matured through later interactions among the community of qualitative scholars associated with the conference as such this volume represents the fruits of our collective labor as a qualitative research community this collective and iterative process is a hallmark of qualitative methods and often leads to a counter intuitive ah hah experience for the researcher this volume showcases some of the very best of those ah hah experiences from the organizational qualitative research community

Organization and Management 1982 essay from the year 2010 in the subject business economics business management corporate governance grade a prifysgol cymru university of wales course organisational learning and development language english abstract this paper deals with organizational learning in the digital business world where rapid changes are having a serious effect on organizations and where success primarily depends upon the people involved the first part of the paper gives a brief overview of the prevailing management principles which were advocated by well known theorists and have been adopted by many organizations to date as the paper progresses it broadly deals with the purpose of organizational learning and its principles to provide an example of how a learning organization operates in practice the approach of the e commerce company ebay will be analysed in order to draw attention to the contribution of learning principles to

organizational success finally contemporary issues which seem to negatively affect ebay and its corporate culture will be discussed

Organizations and Organization Theory 2000-06 this book focuses on developing a cogent theory that leads to the specification of a hypothesis that can be taken up for subsequent empirical examination it is a concise and holistic guide to theory building for such hypothesis specification this volume breaks down the process of theory building into its component steps and explains each of them starting with formative concepts of theory units of theory principles and processes of theory to explaining theory building for hypothesis specification in organizational studies the uniqueness of the book lies in its focus on theory building for the specific purpose of hypothesis creation rather than for propounding any grand idea or concept it is enhanced with insightful texts and citations of thinkers and researchers of international repute

Organisational Management Beyond 2000 Pilot Paper 1994 since the early 1980s researchers and practitioners in the organisational and management fields have presumed a link between organisational or corporate culture and organisational performance whilst many believe this exists other authors have been critical of the validity of such studies part of this doubt stems from a reliance on measures of organisational performance that are based purely on financial measures of business growth using the construction industry as the subject of his research vaughan coffey traces the development of the literature on organisational culture and business effectiveness and investigates the culture performance link using a new and highly objective measure of company performance and an evaluation of organisational culture which is largely behaviourally based providing a theoretical contribution to the field this work shows that various cultural traits appear to be closely linked to objectively measured organisational effectiveness this book will be valuable to professionals and researchers in the fields of management and public policy it indicates directions for construction companies to develop and change and in doing so strengthen their chances of remaining strong when opportunities for work might deplete and only the most successful companies will be able to survive

Organisational Management & Development 2006-05-29 this comprehensive textbook discusses the intricate dynamics of organisational behaviour an essential field of study that examines the impact of individuals groups and structures on organisational behaviour as organisations evolve including the advent of virtual workspaces understanding the complexities of managing diverse workforces and organisational operations becomes increasingly critical the book emphasises the significance of human behaviour in organisational contexts recognising humans as pivotal organisational resources it discusses the variability of individual and group behaviour influenced by both on the job and off the job factors and the role of behavioural science in predicting and analysing these behaviours intended primarily for undergraduate students pursuing degrees in commerce b com computer applications bca and business administration bba this book aims to facilitate an easy and comprehensive understanding of the subject matter through simple language and a student friendly presentation the present publication is the latest 2024 edition authored by prof dr neeru vasisht with the following noteworthy features simple and lucid language this book uses simple language to ensure concepts are easily understood making it both a practical guide for future managers and a solid academic resource interdisciplinary nature this book emphasises organizational behaviour as a crucial field that examines the impact of individuals groups and structures on behaviour within organisations drawing on disciplines like o psychology o sociology o social psychology o anthropology this interdisciplinary approach aids in understanding various aspects affecting human behaviour at work key concepts and theories the book discusses perception learning motivation leadership decision making work stress group dynamics and organisational culture it aims to provide a comprehensive understanding of how these factors influence behaviour in the workplace and contribute to organisational success the detailed content of this book is as follows organisational behaviour nature and scope o the book begins with an overview of organisational behaviour discussing its nature scope and the relationship between management and the organising function it sets the foundation by comparing organisational behaviour with organisational theory highlighting the features and importance of studying organisational behaviour it also traces the emergence and development of organisational behaviour as a field of study emphasising its interdisciplinary nature and the synthesis with behavioural sciences individual behaviour o this chapter explores the factors affecting individual behaviour within organisations it introduces models of individual behaviour laying the groundwork for understanding the complex dynamics that influence employee actions and decisions personality o focused on personality this chapter explores its meaning features and the various factors that affect personality development it presents

personality traits theories of personality and their application to organisational behaviour providing insights into how personality impacts workplace dynamics attitudes and values o attitudes and values are pivotal in shaping organisational culture and employee behaviour this chapter covers their meanings features and components alongside the functions sources and impact of attitudes on organisational commitment and job satisfaction it also discusses the process of attitude change methods for measuring attitudes and the relationship between values beliefs and behaviour learning o addressing the meaning and features of learning this chapter examines the factors influencing learning various theories of learning and the concept of reinforcement it underscores the significance of learning in organisational settings and its implications for performance and adaptation perception o this chapter explores perception s meaning features and importance along with factors affecting perception and perceptual distortions it also provides strategies for developing perceptual skills enhancing understanding of the perceptual process in organisational contexts communication o this chapter elucidates the meaning nature and importance of communication within organisations it outlines the communication process channels dimensions and mediums addressing barriers to effective communication and principles for enhancing communication effectiveness interpersonal behaviour o covering the essence of interpersonal behaviour this chapter provides strategies and techniques for developing interpersonal skills and the role of emotional intelligence in organisational effectiveness motivation o this chapter comprehensively examines motivation including its meaning models and various theories need cognitive reinforcement and behavioural theories it discusses the nature and importance of motivation linking it to intrinsic motivation and performance outcomes organising o this chapter discusses the meaning nature and organisation process within organisations it also discusses the significance of organising principles and the dynamics between formal and informal organisation structures organisation structure o this chapter focuses on organisation structure its elements and the distinction between mechanistic and organic structures factors affecting organisational structure and various organisational formats theories are also discussed group dynamics o this chapter addresses the meaning of groups their features types and the dynamics within groups including development stages cohesiveness and decision making processes it contrasts groups and teams exploring team building and effectiveness work teams o this chapter introduces the concept of work teams highlighting their importance and differentiating them from other groups within organisations it covers various team types including project teams and cross functional teams and discusses quality circles and strategies for building effective teams conflict management o this chapter explores organisational conflict and its dynamics it evaluates how conflict affects performance outlines management philosophies and presents strategies for conflict resolution emphasising emotional intelligence leadership o this chapter underscores leadership s significance in organisations distinguishing between leadership and management it reviews various leadership styles and theories including trait and situational theories and contrasts transactional with transformational leadership organisation culture o this chapter discusses the elements and functions of organisational culture its impact on performance and strategies for culture development and change organisational change o this chapter addresses the inevitability of change within organisations discussing forces driving change change management models like the force field analysis and overcoming resistance to change stress management o this chapter covers the nature of stress its causes and its effects on performance and health offering strategies for managing stress within organisational settings underscoring the link between effective stress management and organisational success

Organisational culture as a management tool 2006-10-14 the proceedings of the cib w65 symposium on the organization and management of construction conference are presented here and in the companion volumes as state of the art papers documenting research and innovative practice in the field of construction the volumes cover four broad themes business management project management risk management it development and applications each volume is organized to provide easy reference so that the practitioner can speedily extract up to date information and knowledge about the global construction industry managing the construction enterprise volume one covers the firm and its business environment markets and marketing human resource management strategic planning and quality management managing the construction project volume two focuses upon productivity procurement international projects and human issues in relation to management performance of construction organisations managing risk volume two incorporates discussion of risk away from regulation by government and those safety risks inherent in the construction process managing construction information volume three published in conjunction with construct it centre of excellence incorporates material on information systems and methods application of it to the design and construction processes and how it theory and applications are best transmitted to students and practitioners the work represents a collation of wide

ranging ideas and theory about construction and how research has contributed to the development of the industry on a global application of research to the problems of the construction industry

The Modern Organization - Their differences, their development and their management 2000 our most basic relationship with the world is one of technological mediation nowadays our available tools are digital and increasingly what counts in economic social and cultural life is what can be digitally stored distributed replayed augmented and switched yet the digital remains very much materially configured and though it now permeates nearly all human life it has not eclipsed all older technologies this handbook is grounded in an understanding that our technologically mediated condition is a condition of organization it maps and theorizes the largely uncharted territory of media technology and organization studies written by scholars of organization and theorists of media and technology the chapters focus on specific and specifically mediating objects that shape the practices processes and effects of organization it is in this spirit that each chapter focuses on a specific technological object such as the battery clock high heels container or smartphone asking the question how does this object or process organize in staying with the object the chapters remain committed to the everyday empirical world rather than being confined to established disciplinary concerns and theoretical developments as the first sustained and systematic interrogation of the relation between technologies media and organization this handbook consolidates deepens and further develops the empirics and concepts required to make sense of the material forces of organization

Acca Paper 4 - Foundation 1982 this text deals with increasing understanding of the relationships within organizational changes redesigns and performance

Understanding and Managing Strategic Change 2020-10-15 the concept of the learning organization has spawned a number of books within the corporate sector the ideas underpinning this concept have a generic appeal and as a result organizational learning is the subject of increasing interest in the ngo sector and the not for profit world more widely this paper sets out to examine the relevance of the learning organization concept for ngos and concludes that the ideas have significant relevance for the sector the paper aims to provide ngo staff with a conceptual framework for the subject its purpose is not simply to describe the characteristics of a learning organization but to encourage ngos to examine their organizations in the light of these characteristics for this reason the paper includes a diagnostic tool the learning ngo questionnaire which ngos can use to assess their current capacity for organizational learning the paper seeks to stimulate ideas about how ngos can rise to the challenge of learning from adapting and continually improving the quality of what they do if they are to remain relevant as agents of social change in the 21st century

17th International Conference on Intellectual Capital, Knowledge Management & Organisational Learning 2005-01-01 between 1970 and 2000 stanford university enabled and supported an interdisciplinary community of organizations training research and theory building this title summarizes the contributions of the main paradigms that emerged at stanford in those three decades and describes the sociological conditions under which this environment came about

Qualitative Organizational Research 2011-02 the wto secretariat reports that during the period from 1995 to june 30 2007 wto members initiated 3097 anti dumping investigations of these 474 were put forward by india which made it the largest user of this measure among wto members the traditional argument of developing countries was that loopholes or absence of clear definitions in the anti dumping rules have increased the possibility of abuses and discretionary practices against them now many developing countries like india have become frequent users of this measure for a better understanding of the various provisions of the wto s anti dumping agreement ada a critical investigation of the resulting jurisprudence is a necessity to that end this timely work has a fivefold aim and to explore the jurisprudence that has emerged around the anti dumping regime and how it affected developing countries and to assess how effectively and to what extent the wto s dispute settlement body dsb is able to analyze the violations of ada provisions and to examine domestic compliance with dsb decisions and to study the indian cases which come before the nation s customs excise andamp sales tax appellate tribunal various high courts and the supreme court of india and and to offer recommendations for the improvement of the anti dumping regime from a developing country perspective

Ebay's Approach Towards Organisational Learning 1985

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