

# Essay on Organisational Behaviour

**Study of Organisational Behaviour could help to become an effective Manager of a Global Company Operating in a Competitive Environment**



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Today's world is called a global village. Globalization has offered both opportunities and challenges. Growing globalization is bringing people from a range of diverse backgrounds in one work environment. Consequently, today's work environment is becoming progressively more diverse than before. A variety of changes, for instance, an increasing number of women employees, employees from different minority groups and short-term workers are taking place in the workplaces (Frederick 2014). Also, organisations are becoming more technology conducted. In the increasingly challenging work environments, choices are made by cross-functional work teams, accordingly, it is vital to being able to manage the diversity well than ever.

In organisational settings, managers play a very important role and are accountable for the performances of the organisations. An effective manager directs the actions of the workforce, allocates resources, and takes functional decisions to accomplish the organisational goals. It is saying that when employees quit jobs, they actually leave their managers not the company. So an efficient manager should create an excellent competitive work environment, particularly in terms of structuring an exceptional workplace environment. In this regards, Organisational Behaviour's concept can help the highly motivated managers to face a lot of challenges as well as take advantages of the opportunities.

Understanding Organisational Behaviour. Understanding Organisational Behaviour is highly important for a manager of the global company (Chuang 2013). The key concept of Organisational Behaviour is to focus on advancing a company's productivity, employee satisfaction, shrinking absence, turnover and unexpected workplace behaviour, and increasing organisational cultural practices (Frederick 2014). All the factors contact the features of behaviour management when it approaches managers' organisational skills. The complex diversity of demography, culture and technological transformation makes managing organisational citizens increasingly demanding. Organisational Behaviour is that field of study in which the global managers of the competitive global work environment can find materials to become an effective manager, which finds out the impact that individuals, groups, and structure have on behaviour within an organisation and it applies that knowledge to make organisations to work more effectively (Frederick 2014).

Definition of Organisational Behaviour. Organisational behaviour is the practice that offers results as well as acumen towards the results in the direction of various organisational challenges that a company faces. According to Stephen P Robins (2005), Organisational Behaviour is methodical learning of the actions and approaches that personnel demonstrate within the organizations. Organizational practices, market structure, and cultural values frequently vary from one workplace to another.

Organizational Behaviour theories and skills. Studying the field of Organizational Behaviour and applying theories depending on the purpose, workplace, and workforce, can help a manager to understand his or her personal strengths and weaknesses as a manager and improve, enhance and develop the skills as well. Management theories that effective global managers should practice in the workplace to achieve global management skills include Contingency Theory, Chaos Theory, System Theory, and Theory X and Y.

How the theories will be applied in the workplaces, it depends on the needs and situations. Theories can be applied individually or combined. Studying theories will capable global managers to apply theories effectively. The key organisational behaviour patterns and applicable theories that could help become an effective manager of a global company are discussed in the following.

Ability to avoid stereotype attitudes. A global manager needs to value ethnicity and need to be open-minded to the cultural differences (Frost & Walker 2007 cited in Chuang 2013). Accepting cultural diversity helps global managers to defeat individual biases and worth people in a global workplace (Kreitz 2007). Individual biases against personnel who are different from a particular self can be a reason of failing in finding competent workers and structure workers' trust, and their dedication to the company and productivity to the work (Dubrin 2004 cited in Chuang 2013). Practicing Contingency Theory can help the managers of the global company to realize that people who are habitually discriminated by the traditional society are also talented and valuable assets for the company. Many pieces of research support this argument that companies that value their employees have higher sales, more profits, and enough stock than others (Pfeffer & Veiga 1999).

Ability to apply intuitional skills. An effective manager can comprehend his or her individual behavioural modes and propensities and the distinctive potencies and limitations. (Dubrin 2004 cited in Chuang 2013). They can identify their favoured technique to communicate, to lead, to resolve conflicts, and others. It is also important to grip the actuality that their favoured techniques may not be the best approaches in all circumstances. So they have to be conscious of the ways that impact on organisational decision-making. Practicing Chaos Theory can help global managers to know the ways of people actions, feel and behave in organisational settings. The field of organisational behaviour is included in the midst of enduring subjects, such as motivating the employees, creating effective teams, resolving conflicts and spirit of the management.

Ability to analyse situations. An effective manager needs to have the capacity to analyse the perspective precisely. Systems theory allows managers to observe molds and events in the workplace. Employees function in a multifaceted organisational circumstance that is consisted of job requirements, work team, the viable workplace and practices, and others. In which an eventual viewpoint noticeably comes into the ground. For instance, before motivating the team members, a great manager should recognize the interconnection within a workgroup (Chuang 2013) and how its principles are entirely allied with the company's values. As the team can play a major role in employees' individual behaviour. So becoming an excellent manager, one should be insightful to the significant issues.

Ability to inspire and motivate people. A study shows that positive organizational behavior is important to build workers self-confidence, be optimistic and thirdly build resilience (Memari et al. 2013). A great manager should have excellent motivational as well as leading skills. There is no fixed set of skills but the particular characteristics and skills, such as confidence, interpersonal knowledge, and so on that can augment the chances in which a person can succeed in a leadership role. On the other hand, managers with poor attitudes can create a negative environment that can lead employees to feel disconnected and leave (Kwon et al. 2012 cited in Richardson 2014). An effective manager should apply the Theory X and Y to engage employees as it is the strongest interpreter of the constructive organisational presentation that clearly shows the two-way relationship between organizational managers and

employees (Bakker & Schaufeli 2008). The concept of employee engagement is built on the job fulfilment, dedication of employees and organisational practices.

Ability to improve work productivity. Today's competitive work environments, companies face different types of difficulties connected to growing opposition to hefty coverage. Managers in the large-scale platforms need to deal with the similar setback of civilizing the output, worth of the services and supplies that the company is afforded. Practicing System Theory can help the managers to empower employees' and improve the quality and productivity of work as they are the foremost forces for implementing this change (Frederick 2014). A manager plays the role of a medium between the organisational procedures, strategies and schemes, and the employees. They communicate or present the company to the employees as well as play the role of motivator. Good managers are authentically involved in serving personnel grow and be unbeaten and searching roles that robust their management talents most. Organisational Behaviour practice can help the manager to create such a work environment which is ethically sound and contribute to improving employment productivity, job fulfilment and organisational practices (Cummings & Worley 2005).

Though many changes have occurred and many complexities have appeared in the workplaces of the 21st century, still the fundamental structure of the managerial jobs is the same as before, such as motivating and inspiring personnel through management skills. The subjects are enduring because of the basic issues of organizational behaviour unchanged and root years back. In today's competitive global work atmosphere, engagement of employees is the most significant component of the organisational expansion that can be failed due to lack of the international managers' executing skills. Organisational Behaviour plays an important role to engage employees emotionally in their job. Emotional engagement highly motivates employees to involve with an immense keenness for the accomplishment of their companies, forwarding further away from the employment agreement.

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