

INTRODUCTION TO ORGANIZATIONAL BEHAVIOUR

People and organizations need each other. There is a multiplicity of interrelated factors which influence the behavior and performance of people as members of a work organization. The manager needs to understand the main influences on behaviour in work organizations and the nature of the people– organization relationship.

NATURE OF AN ORGANIZATION

The following definitions by different authors help us understand the nature of an organization;

- Structure of people that exist in order to achieve specific purposes, common aims and objectives by means of planned and coordinated activities Mullins (2010)
- Collection of people who work together and coordinate their actions to achieve a wide variety of goals or desired future outcome Jones & George (2011). Nature of an organization
- A group of people who work together to achieve some specific purpose. A system of consciously coordinated activities or forces of two or more people Mintzberg & Williams (2013)

From the definitions, organization is not necessarily physical structure (which we usually call 'workplace') but how people and work are organized. The organization is made up of individuals and groups. Individuals and groups interact within the structure of the formal organization. Structure is created by management to establish relationships between individuals and groups, to provide order and systems and to direct the efforts of the organization into goal-seeking activities. It is through the formal structure that people carry out their organizational activities in order to achieve aims and objectives. Behavior is affected by patterns of organization structure, technology, styles of leadership and systems of management through which organizational processes are planned, directed and controlled. The focus of attention, therefore, is on the impact of organization structure and design, and patterns of management, on the behaviour of people within the organization.

CHARACTERISTICS OF AN ORGANISATION