

OB systems can be complex and multifaceted, but some of the key components of an OB system include:

- ☐ **Organizational culture:** The shared values, beliefs, and norms that guide behavior within the organization.
- ☐ **Organizational structure:** The formal framework of roles, responsibilities, and relationships that defines how work is organized and carried out within the organization.
- ☐ **Communication systems:** The formal and informal channels through which information flows within the organization.
- ☐ **Decision-making processes:** The formal and informal procedures used to make decisions within the organization.
- ☐ **Leadership style:** The approach taken by leaders in managing and guiding the behavior of employees.
- ☐ **Human resource policies and practices:** The policies and practices that relate to recruitment, selection, training, development, compensation, and performance management of employees.
- ☐ **Organizational change management:** The strategies and processes used to manage change within the organization, including the planning, implementation, and evaluation of change initiatives.

Understanding the components and processes of an OB system can help organizations to identify areas for improvement and to develop strategies that promote positive behavior and outcomes. It can also help leaders to anticipate and manage potential challenges and conflicts within the organization.

1. Autocratic Model

- The initial model of organizational behavior is the autocratic model, which was implemented during the emergence of OB.
- The autocratic model in organizational behavior is a type of leadership style where the manager or leader has complete control over the decision-making process within the organization.
- In this model, the manager makes decisions without consulting or involving subordinates, and employees are expected to follow the manager's directives without question.
- This model is based on the belief that the leader's authority and expertise are necessary to ensure effective organizational performance.
- The psychological result for employees is dependence on their boss, whose power to hire, fire, and —perspire they is almost absolute.
- Under autocratic environment the employee is obedience to a boss, not respect for a manager.
- The autocratic model is typically characterized by a top-down approach to decision-making, where the manager or leader assumes the role of the sole decision-maker.
- This model is most commonly used in organizations where the work is routine, standardized, and requires minimal creativity or innovation.
- The manager provides direction, sets goals and objectives, assigns tasks, and monitors the progress of employees to ensure that they meet the predetermined performance standards.
- Lower-level employees are expected to comply with instructions issued by the top management, as failure to do so may result in punishment or termination.
- The autocratic approach relies on formal authority, strength, and power, with managers viewing authority as the only way to accomplish tasks and employees expected to obey orders, resulting in high dependency on superiors.
- In this type of organization, top-level management/owners have complete control over lower-level employees, with little employee input in job assignments, ideas, or innovations.
- The guiding principle behind this model is that management has extensive business expertise while employees have lower skill levels and require significant direction.
- The autocratic model was prevalent during the Industrial Revolution in factories. However, micro-managing employees is a significant issue with this model, and it becomes impractical and inefficient in modern-day organizations.
- While it may be suitable for some highly automated factories, the autocratic model is outdated for most modern organizations.