

Important Definitions

Sub : Organizational Behaviour

Course: B.Com (P)

Semester: VI

Teacher : Beenu

Organisational Behaviour

"Organisational behaviour is a field of study that investigates the impact that individual, groups and structure have on behaviour within the organization for the purpose of applying such knowledge towards improving an organisation's effectiveness"

-Stephens P. Robbins

Formal organisation

"A System of consciously coordinated activities or forces of two or more persons"

-Chester I. Barnard

Informal Organisation

"As any joint personal activity without conscious joint purpose, even though contributing to joint results"

-Chester I. Barnard

Personality

"Personality as the sum total of ways in which an individual reacts and interact with others"

-Stephens P.Robbins

Values

"Rokeach defined values as 'enduring beliefs that a specific mode of conduct or end-state of existence is personally or socially preferable to an opposite or converse mode of conduct or end-state of existence. "

-Milton Rokeach

Attitude

"Attitudes are evaluative statements or judgments concerning objects, people, or events."They reflect how one feels about something.

-Stephens P.Robbins

Perception

"Perception can be defined as "the process by which individuals organize and interpret their sensory impressions in order to give meaning to their environments."

-Stephens P.Robbins

Decision Making

Decision-making is the selection based on some criteria from two or more possible alternatives".

-G.R.Terry

Communication

"Communication describes the process of conveying messages from one person to another so that they are understood."

-M.W.Cummings.

Motivation

"Motivation means a process of stimulating people to action to accomplish desired goals."

-William G.Scot

Leadership

"Leadership is the ability to persuade others to seek defined objectives enthusiastically. It is the human factor which binds a group together and motivates it towards goals."

-Keith Davis

Power

"The ability of an individual or group to achieve their own goals or aims when others are trying to prevent them from realising them."

-Max Weber

Organisational Conflict

"Conflict can be defined as the "process that begins when one party perceives that another party has negatively affected something that the first party cares about."

- K.A. Thomas

Organisational Culture

"organizational culture refers to a system of shared meaning held by members that distinguishes the organization from other organizations.

-Stephens P.Robbins

Organisational Change

"Change is necessary way of life in most organisations. In fact, change in all round people in the seasons, in their social environment and in their own biological processes."

-Keith Davis

Stress Management

"Stress is an ignorant state, it believes that everything is an emergency."

-Natalie Goldberg

The End....