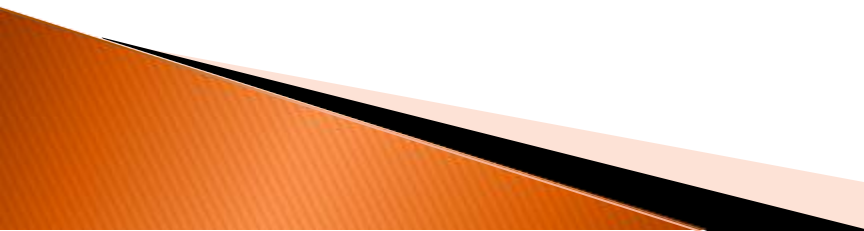


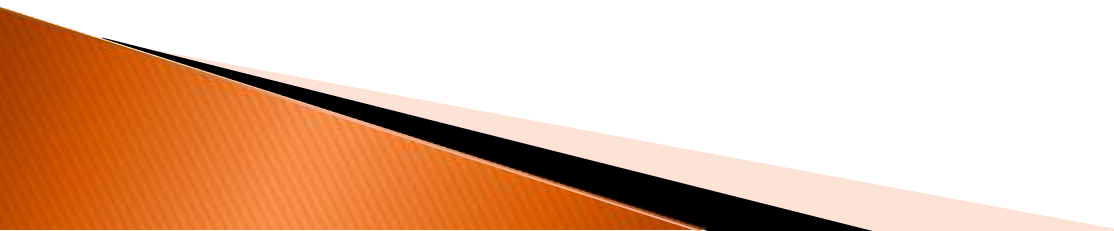
# Approaches Organizational Behavior

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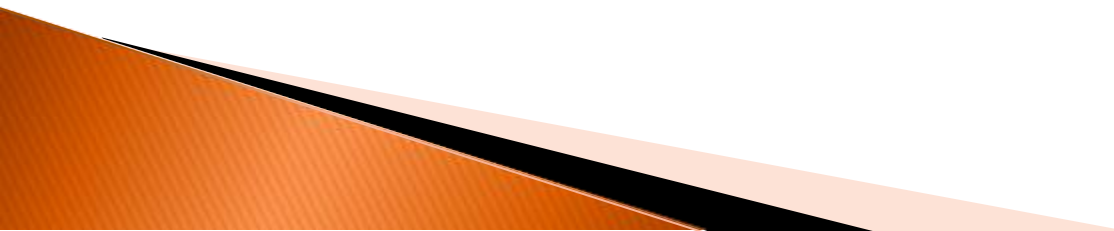
# Organizational Behavior

- ▶ **Stephen P. Robbins:** Organizational Behavior is a field of study that investigates the impact that individual, group, and structure have on behavior within organization for the purpose of applying such knowledge towards improving an organization effectiveness.
  - ▶ **M.N. Misra:** Organizational Behavior is action, reaction, interaction and counteraction of people in the organization.
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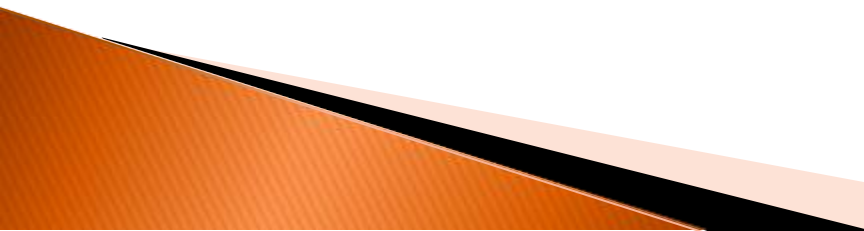
# Approaches of Org. Behavior

- ▶ Human Resource approach
  - ▶ The contingency approach
  - ▶ The productivity approach
  - ▶ System approach
  - ▶ Interactionism approach
- 

# Human Resource Approach

- ▶ People are central resource
  - ▶ To develop high level of competency
  - ▶ People contribute to the success of the organization
  - ▶ It's also called supportive approach
- 

# Contingency Approach

- ▶ This approach assumes that there is no one best way available in any org. Organisation situation and outcomes are contingent.
  - ▶ Organisational problem/situations determine the way of responding
  - ▶ Organisational situational must be evaluated in terms of Contingency ways of responding.
- 

# Systems Approach

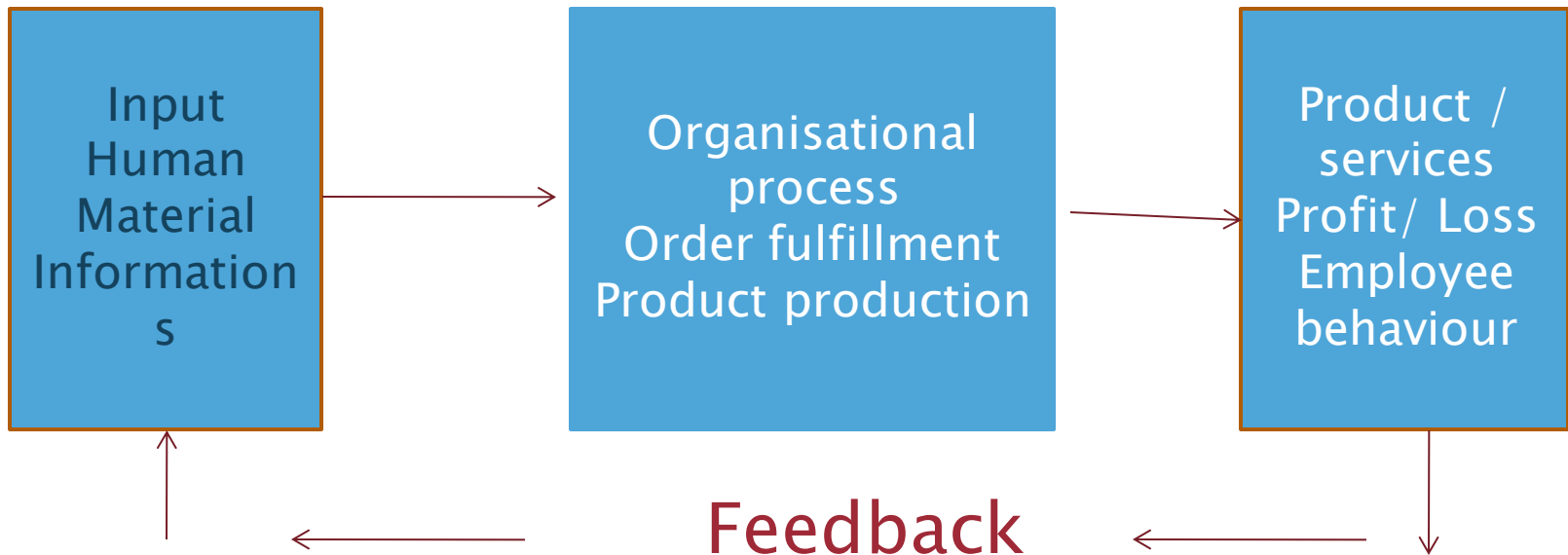
System is a set of interrelated components.

This approach gives manager a way of looking at the organization in totality or as a whole individual, group and social system.

# Input

# Process

# Output



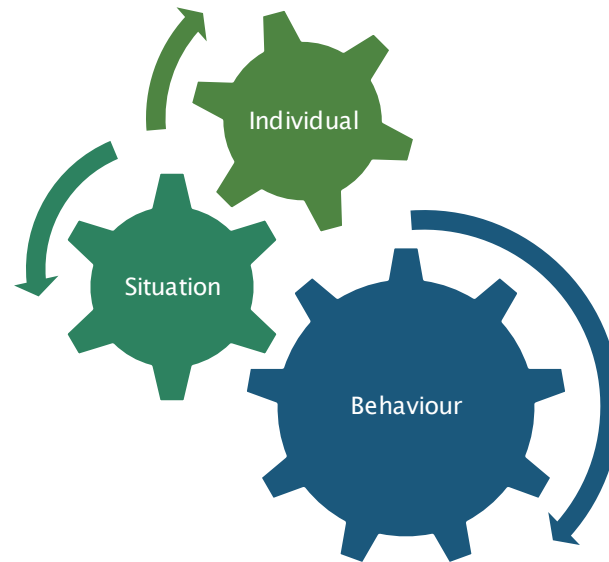
# Productivity Approach

- ▶ **Productivity approach:** The ratio of output to input is measured of an organization effectiveness. Productivity measured in terms of economic inputs and outputs.



# Interactionist Approach

- ▶ Interactionist approach: Individual and the situation are presumed to interact continuously.



**Thank You**

