Unit I - Lecture 3

Introduction to Organizational Behaviour

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What are organizations?

Corporate Governance and Business Ethics

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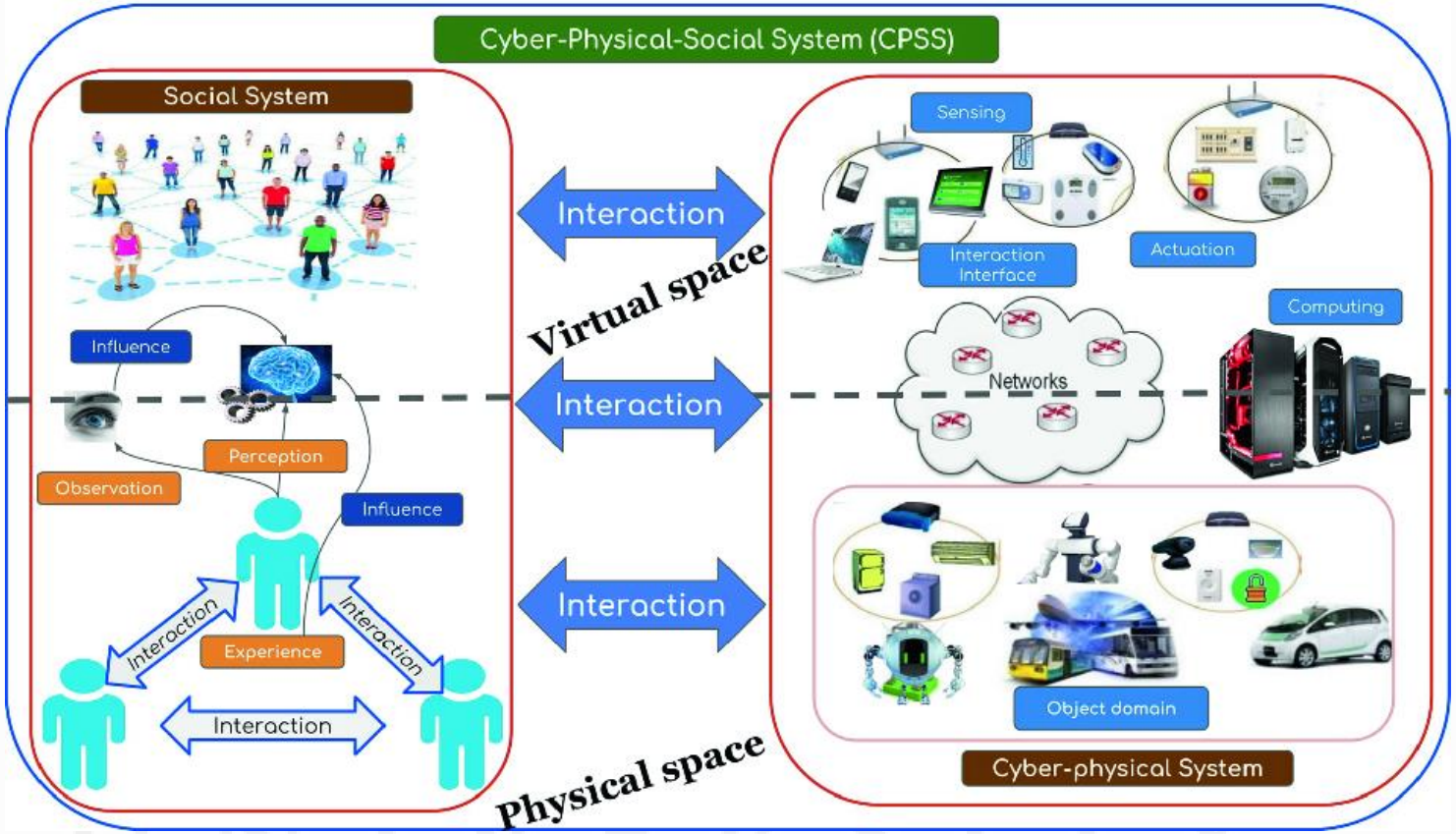
Cyber-Physical-Social System (CPSS)
Social System
Influence
Perception
Observation
Influence
Interaction
Experience
Interaction
Interaction
Interaction
Interaction
Virtual space
Interaction
Interaction
Physical space
Sensing
Interaction Interface
Actuation
Computing
Networks
Object domain
Cyber-physical System

Organizations are cyber-physical-social systems.

Corporate Governance and Business Ethics

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Organizations Behaviour is study and application of knowledge how people act within the organization.

Corporate Governance and Business Ethics

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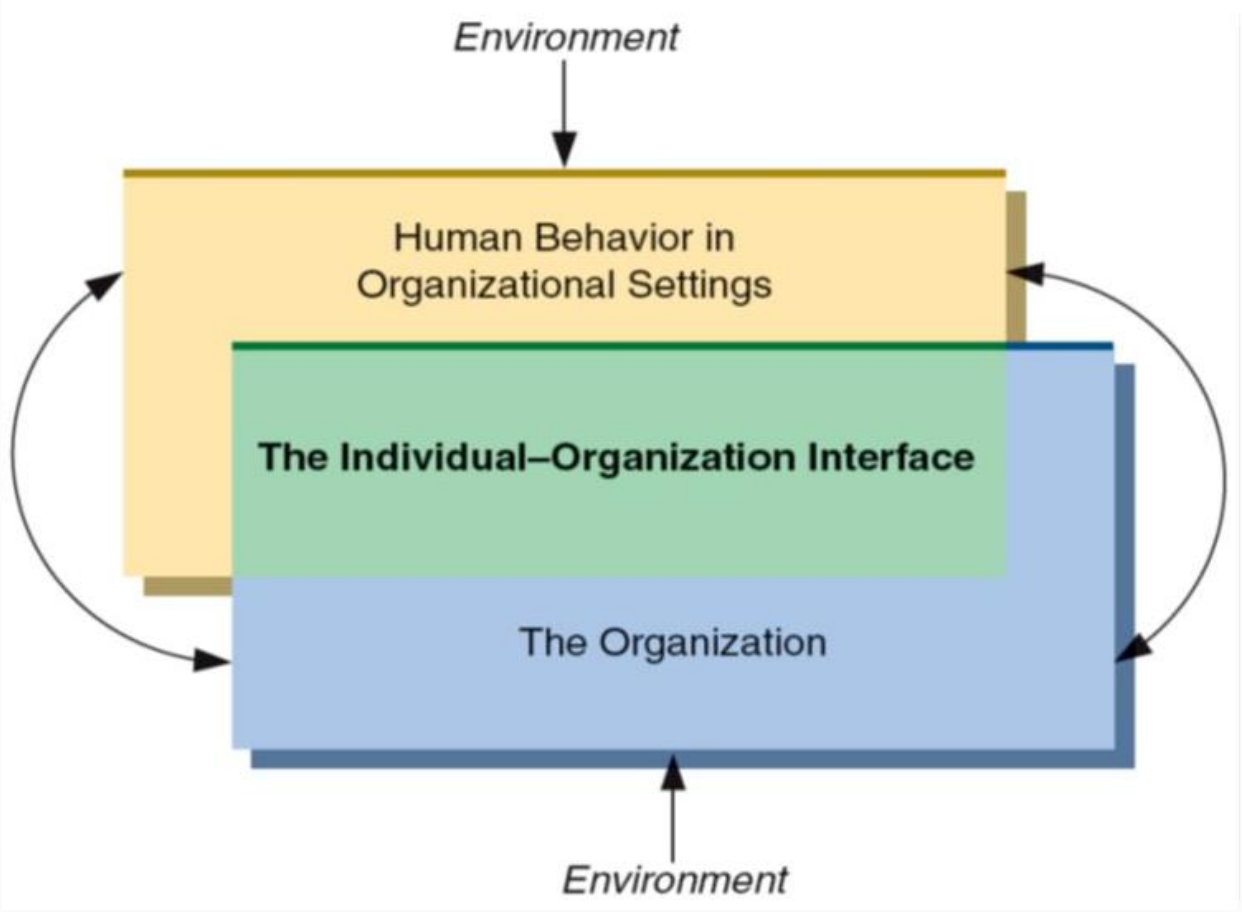
The complex forces that act on organizations:

- **People**
- **Physical spaces and structures**
- **Technology**
- **Environment**

amid these

Organizations pursue their vision

The Nature of Organizational Behaviour



Evolution of Organizational Behaviour

Robert Owen-(1800)

- Young Factory Owner-First to emphasize the human needs of employees and refused to employ children
- Taught workers to improve working conditions
- Father of personnel management

Andrew Ure-(1935)

- The Philosophy of Manufacturers -1835
- Value of human factor in manufacturing
- Provided welfare facilities to workers

J.N. TATA in 1886 Instituted a pension fund & 1895 began to pay accident compensation.

Evolution of Organizational Behaviour

William Gilbreth-(1914)

- The Psychology of Management

F. W. Taylor-(1916)

- Father of Scientific Management Time & Motion Study
- Piece Rate Method

Peter Drucker (1909 -2005) Father of modern management

- Importance of change
- How to bring best out of people
- Innovation Entrepreneurship

Organizational borrows from

- Sociology
- Psychology
- Anthropology
- Economics
- Political Science

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Scope of Organizational Behaviour

- Organization Development
- Organization Culture
- Power and Politics in organizations
- Change Management

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Your turn:

Why Organizational Behaviour is important?

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References

- Slide 3 image: Yilma B.A., Naudet Y., Panetto H. (2019) Introduction to Personalisation in Cyber-Physical-Social Systems. In: Debruyne C., Panetto H., Guédria W., Bollen P., Ciuciu I., Meersman R. (eds) On the Move to Meaningful Internet Systems: OTM 2018 Workshops. OTM 2018. Lecture Notes in Computer Science, vol 11231. Springer, Cham. https://doi.org/10.1007/978-3-030-11683-5_3

- Slide 7 image: The Nature of Organisational Behaviour, Griffin & Moorhead, 2007, p.4
- Slide 8 & 9: Dr. Rajasshrie Pillai, HOD - Human Resource Management at Pune Institute of Business Management
- Organization Behaviour: Human Behaviour at Work, Keith Davis, McGraw Hill
- Organization Behaviour: Robbins, Prentice Hall