

Organizational Behavior Case Study With Solution

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The Social Psychology of Expertise Cengage Learning
For creating a balance in the organizational environment, harmony amongst the employees and the employer is a prerequisite. The factors that help in determining an organizational balance are the sociology of an environment, psychology of the people working there, channels of communication along with a sound and rational management. The book highlights the fundamental concepts of organizational behaviour, and its applications in the Indian organizational scenario. The second edition of the book, maintaining the same chapters' organization as in the previous edition, comprises 28 chapters based on the fundamental concepts of organizational behaviour, and case studies from various Indian industry verticals. These case studies reveal the authors' experience in real-life scenario as consultants as well as their observations pertaining to the concepts of organizational behaviour. Besides, the text lays emphasis on some modern tools of management such as TQM, BPR and Knowledge Management, which is a unique feature of this book. The book is designed for the students of management and psychology. Moreover, it is useful for the postgraduate students of commerce as well as it is of immense use to the personnel associated with technical, commercial and IT-based industries requiring human resource management. KEY FEATURES • Every chapter is concluded with a real-life case study. • Appendices added to most of the chapters contain research-based questionnaire instruments. • Discussion Questions on Case studies enhance learning among students. NEW TO THE SECOND EDITION Includes three new sections on 'Case Study Method as an Important Pedagogy', 'Classification of Case Studies' and 'Steps of Solving a Case'. Incorporates 29 new short and sharp cases at the end of the book to make the reader aware of real-life situations. TARGET AUDIENCE • MBA / PGDM / BBA • BA (Hons.) Psychology • MCom

Application of Organizational Behavior Modification in the Public Sector Palgrave
Many companies today are either undergoing drastic organizational changes or are faced with the prospect of having to make these changes in the near future. The need for change may arise from internal sourcesâ€”growth in the size of the company, the problem of agingâ€”or, more frequently, from external sources: changes in the nature of markets, in the technology of the industry, or even cultural beliefs about the â€œproperâ€• rewards of work and behavior for employers and employees. This book is concerned with the process of change by which organizations achieve their purposes and meet the needs of their individual and group contributors. Lawrence's study is centered on a medium-sized supermarket chain in which several important management functions were being shifted from the home office to newly created store managers. The origin and reasoning behind these organizational changes, the methods of introducing them, the process of shifting the roles of key individuals, and the consequences of the changes are considered in detail. The author's inquiry proceeds from four essential research questions: What is the nature of the basic behavior patterns in this organization? What are the key factors involved in changing those patterns? Did significant measurement change occur? If so, how was it accomplished. This volume, first published in 1958, broke new ground in devising techniques to measure changes in behavior patterns of individuals, in focusing attention on the behavior patterns of individuals at the management levels of an organization, and in clarifying the stubborn facts of human behavior involved in changing administrative patterns. The book will be of continuing interest to managers and administrators concerned with making key changes in customary supervisory practices and to sociologists for the way the book addresses the general issue of the conflicts between the shifting demands of large organizations and the integrity of the individual. The new 1990 introduction by the author nicely illustrates his belief that the process of organizational change remains a central issue for American society.

Essentials of Organizational Behavior Routledge
This dissertation, "A Case-study of Attitude Surveys and Their Impact on Organizational and Management Development" by Wai-fun, Margaret, Law, 羅蕙芬, was obtained from The University of Hong Kong (Pokfulam, Hong Kong) and is being sold pursuant to Creative Commons: Attribution 3.0 Hong Kong License. The content of this dissertation has not been altered in any way. We have altered the formatting in order to facilitate the ease of printing and reading of the dissertation. All rights not granted by the above license are retained by the author. DOI: 10.5353/th_b3126435 Subjects: Organizational behavior - Case studies Assessment centers (Personnel management procedure) - Case studies Employee attitude surveys - China - Hong Kong - Case studies Hotel management - China - Hong Kong Hotels - China - Hong Kong - Employees
Deja Shoe (A) Jones & Bartlett Learning
This exciting new introductory text offers a new perspective on teaching organizational behavior by framing the organization as the vehicle for implementing strategic management processes, while also breaking down how the different components of an organization are designed to work together. Unlike traditional OB texts, Organizational Behavior Today emphasizes a "big picture" examination of how organizations function in a Darwinian world, in which the primary goal of an organization is survival. The book introduces readers to the three stages of the strategic management process: strategy formulation, strategy implementation and strategic control, thereby linking the organization to its mission, vision and strategic goals. Essential OB concepts such as work processes, policy, worker behavior, reward system, change management and leadership development are covered, and the book also highlights the impact of technology on organizations. To support student comprehension and bring the study of OB to life, the book includes vignettes highlighting real organizations who have implemented OB processes, either successfully or unsuccessfully. End-of-chapter questions ensure that students can apply the information learned effectively. Accompanying online

resources for this text, available at www.routledge.com/9780367695095, include a curated list of relevant video content. The book is suitable for undergraduates and graduate students completing a first course in Organizational Behavior, as well as a practical reference for current managers wishing to optimize organizational performance.
Case Studies in Organizational Behaviour and Human Resource Management PHI Learning Pvt. Ltd.
This casebook is designed to develop an understanding of, and appreciation for, the various challenges, dilemmas, and constraints that decision makers face in real organizational settings. The cases are made up of actual events and include globalization, managing a diverse workforce, and leadership.
Handbook of Research on Positive Organizational Behavior for Improved Workplace Performance Wiley
This stimulating case-study volume addresses key issues in organizational behaviour organizational change and human resource management in a range of European organizations. Its consistent emphasis is organizational change in a shifting, `internationalizing' world and sensitivity to the impact of different cultures on the problems as they are defined, as well as on their solutions. The carefully selected cases capture realistic breadth and complexity, including firm location of `OB' and `HRM' themes in the context of the broader market and other issues facing the organizations concerned. The themes covered include: managing growth and `Europeanization'; managing decline and crisis; transforming cultures; organization design; leadership, autonomy and control; and organizational learning and change.
An Analysis of Organizational Behavior Case Studies in Organizational Behavior and Theory for Health Care
This text contains 56 problem solving and analytical cases, designed to develop the critical thinking and analytical skills required to get beneath the surface reality of organisational life. These provocative case studies cover a wide range of topics from motivation and group dynamics to ethics and corporate responsibility. Each case is followed by stimulating points for discussion. It is suitable for students on a variety of courses in Management and Organisational Behaviour.
Productivity Measurement and Improvement Transaction Publishers
Organizational Behavior in Health Care was written to assist those who are on the frontline of the industry everyday—healthcare managers who must motivate and lead very diverse populations in a constantly changing environment. Designed for graduate-level study, this book introduces the reader to the behavioral science literature relevant to the study of individual and group behavior, specifically in healthcare organizational settings. Using an applied focus, it provides a clear and concise overview of the essential topics in organizational behavior from the healthcare manager’s perspective. Organizational Behavior in Health Care examines the many aspects of organizational behavior, such as individuals’ perceptions and attitudes, diversity, communication, motivation, leadership, power, stress, conflict management, negotiation models, group dynamics, team building, and managing organizational change. Each chapter contains learning objectives, summaries, case studies or other types of activities, such as, self-assessment exercises or evaluation.
Organizational Behavior New Age International
Concise, practical, and based on the best available research, *Essentials of Organizational Behavior: An Evidence-Based Approach*, Second Edition equips students with the necessary skills to become effective leaders and managers. Author Terri A. Scandura uses an evidence-based approach to introduce students to new models proven to enhance the well-being, motivation, and productivity of people in the work place. Experiential exercises, self-assessments, and a variety of real-world cases and examples provide students with ample opportunity to apply OB concepts and hone their critical thinking abilities. New to this Edition A new Emotions and Moods chapter delves into important topics like emotional intelligence, emotional contagion, and affective neuroscience. A new Power and Politics chapter unpacks the most effective influence strategies and helps students develop their political skills. A streamlined table of contents now combines perception and decision making in a single chapter and change and stress in a single chapter. New case studies, including some from SAGE Business Cases for the Interactive eBook, on topics such as virtual teams, equal pay and the gender wage gap, and the use of apps at work introduce timely and relevant discussions to help foster student engagement. The new edition has been rigorously updated with the latest research throughout and includes expanded coverage of Machiavellian leadership, ethical decision making, and organizational design through change. New Best Practices and Research in Action boxes as well as new Toolkit Activities and Self-Assessments have been added to make the text even more hands-on and practical.
Organizational Behaviour and Change in Europe Greenwood Publishing Group
Positive psychology focuses on finding the best one has to offer and repairing the worst to such a degree that one becomes a more responsible, nurturing, and altruistic citizen. However, since businesses are composed of groups and networks, using positive psychology in the workplace requires applications at both the individual and the group levels. There is a need for current studies that examine the practices and efficacy of positive psychology in creating organizational harmony by increasing an individual’s wellbeing. The Handbook of Research on Positive Organizational Behavior for Improved Workplace Performance is a collection of innovative research that combines the theory and practice of positive psychology as a means of ensuring happier employees and higher productivity within an organization. Featuring coverage on a broad range of topics such as team building, spirituality, and ethical leadership, this publication is ideally designed for human resources professionals, psychologists, entrepreneurs, executives, managers, organizational leaders, researchers, academicians, and students seeking current research on methods of nurturing talent and empowering individuals to lead more fulfilled, constructive lives within the workplace.
Essentials of Organizational Behavior Cengage AU
This text uses realistic case examples, discussion questions, and self-tests to illustrate principles of workplace psychology. Each chapter begins by posing a difficult work situation, which may be a conflict, a motivation problem, or an issue of diversity, then goes on to discuss principles and theories that apply to the case, covering areas of ethics, problem employees, and organizational culture, as well as neglected areas such as the physical atmosphere of the workplace, the effects of new technologies on workers, and workplace gossip. Harris teaches management at the University of Louisiana- Monroe; Hartman, at the University of New Orleans. Annotation copyrighted by Book News, Inc., Portland, OR
Organizational Behavior in The Bureau of Program Development Jones & Bartlett Learning
About the Book: Organization behavior has assumed tremendous importance for business planning and growth in today's competitive scenario. It is an integral element of the core syllabi at MBA, M.Com, BBM, BBA, B.Com and PG Diploma Courses. This book presents an indepth and comprehensive coverage of organization behavior. Salient Features: Latest developments in the Indian industry scenario have been included Latest information technology concepts have been discussed in detail with all the aspects of strategic management Chapter contents and learning objectives which provide the direction to the students, managers, directors, teachers, strategic consultants and CEOs Boxes present the latest industry incidents and developments Exhibits, tables, and charts illustrate the concepts Numerous examples make the concept easy to understand Case studies Contents: Organization Behavior Foundations of Individual Behavior Personality and its Theories Perception Learning and its Theories Attitude and Values Management of Motivation and its Theories Team Building and Group Dynamics Change and Conflict Management Leadership and its Theories Organization Behavior Structure, Process and

Design.

A Multiple Case Study of the Influence of Positive Organizational Behavior on Human Resources IGI Global

A less-expensive grayscale paperback version is available. Search for ISBN 9781680922875. The field of management and organizational behavior exists today in a constant state of evolution and change. Casual readers of publications like the New York Times, The Economist and the Wall Street Journal will learn about the dynamic nature of organizations in today's ever-changing business environment. Organizational Behavior is designed to meet the scope and sequence requirements of the introductory course on Organizational Behavior. This is a traditional approach to organizational behavior. The table of contents of this book was designed to address two main themes. What are the variables that affect how, when, where, and why managers perform their jobs? What theories and techniques are used by successful managers at a variety of organizational levels to achieve and exceed objectives effectively and efficiently throughout their careers? Management is a broad business discipline, and the Organizational Behavior course covers many areas such as individual and group behavior at work, as well as organizational processes such as communication in the workplace and managing conflict and negotiation. No one individual can be an expert in all areas of management, so an additional benefit of this text is that specialists in a variety of areas have authored individual chapters. Finally, we all made an effort to present a balanced approach to gender and diversity throughout the text in the examples used, the photographs selected, and the use of both male and female in alternating chapters when referring to generic managers or employees.

Independent Study Cultural and Organizational Behavior Differences : a Case Study of BBB Company Routledge

...method of measuring and improving organizational productivity ... that results in substantial productivity improvement ...

Introducing Organizational Behaviour and Management Vikas Publishing House

This compendium of 35 case studies examines managerial and organizational behavior concepts put to practice in everyday, real-world healthcare settings. Through these cases, students will gain skills, confidence, and a clear understanding of the application of theory. This is one of the few collections that offers case studies specific to the theories of organizational behavior, within the healthcare setting. Case studies topics include chapters such as "I Don't Want to Get Fired, But...", "Readiness and Change Management During Electronic Medical Records Adoption", "Joint Patient Liaison Office: Building a Streamlined Unit", "The Tardy Drama Queen", "It's Just Not Fair!", "When Increased Diversity Improves Team Performance", "Whose Patient Is It? ", "Managing Organizational Growth during a Time of Downsizing", "Working Toward Collaborative Care", "The Struggle for Power at Midwest Hospital System", "Conflict at the Academic Medical Center: Productivity Levels", "EMR System: A Blessing or A Curse?", "The New Manager's Challenge", and much more.

Psychology Press

Organisational Behaviour: Engaging People and Organisations uses an integrative model to teach a robust approach to OB by encompassing five levels of analysis: environment, individual, groups, leadership and organisation, and demonstrating how each relates to one another. It teaches a contemporary approach to Organisational Behaviour that aims to understand, rather than control, human behaviour in organisations. Unique to this local edition is the inclusion of a ‘critical perspective’ of Organisational Behaviour introduced through in-chapter features and the end-of-chapter case study. This complements courses that teach mainstream theory and advance through to critical examination of the subject area. This approach presents a side of management that reflects real-world experiences in the workplace by challenging the managerial perspective and discussing issues for employees. Premium online teaching and learning tools are available on the MindTap platform. Learn more about the online tools cengage.com.au/mindtap

Case Studies in Organizational Communication: Ethical Perspectives and Practices SAGE

Clear, concise, and written by experts currently lecturing in the field, Organizational Behaviour focuses exclusively on what you need to know for success in your business course and today’s global economy. The text brings together a vast range of ideas, models, and concepts on organizational behaviour from an array of fields, such as psychology, sociology, history, economics, and politics. This information is presented in bite-sized, digestible pieces to create an accessible and engaging style that makes it the perfect text for introductory courses covering organizations. Key features include: a clear and thought-provoking introduction to organizational behaviour relevant, cutting-edge case studies with global focus hot topics such as eOrganizations, ethics, and diversity, keeping you up-to-date with current business thinking further reading, summaries, activities, key theme boxes, and review questions to help reinforce your understanding This textbook will be a valuable resource for students of business and management studies, organization studies, psychology, and sociology.

Case studies in organizational behavior SAGE Publications Limited

Hitt’s engaging book will help managers understand the linkage between managing behavior effectively and the organisation’s ability to formulate and implement its strategy. It emphasises the relationship between management effectiveness and company performance. A case study on Whole Foods is integrated throughout the chapters and covers all major organisational behavior topics. It also underscores how people are important assets to organisations, and how application of their knowledge and skills is necessary for organisations to accomplish their goals. Managers will gain the skills to make a strategic impact within their organisations.

Organizational Behaviour SAGE Publications Pvt. Limited

Managers and supervisors will sharpen their analytical and decision-making skills with this new collection of fully reproducible case studies. Based on actual, real-life situations, these exercises prepare supervisors and team leaders for the challenging problems they face in today's complex workplace. Each case study includes: Summary of the case; Discussion questions which evoke thought and analysis; Suggested solutions to the problems presented. Training Objectives: Improve participant's listening skills; Empower employees to negotiate; solutions fairly; Provide opportunities for participants to practice new skills in a supportive environment; Illustrate the skills needed to respond productively to complex issues. Activities Cover: Performance appraisal; Managing effectively; Sexual harassment/discrimination; Managing disruptive employees; Coaching/counseling employees; Hiring the right person

Meanings of Occupational Work Psychology Press

New aspects of human resource management and organizational behavior have emerged in recent years. As such, it has become imperative to facilitate proper educational initiatives for professionals entering these fields. Teaching Human Resources and Organizational Behavior at the College Level is an essential reference source for the latest empirical research on emerging teaching strategies for business-oriented frameworks. Featuring coverage on a broad range of topics and perspectives such as talent development, curriculum development, and career competencies, this book is ideally designed for students, practitioners, and managers seeking current research on learning methodologies and conceptual developments in human resources management.