

Positive Organization Behavior

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Abstract

Organizational behavior is the study of identify the behavior of individuals, groups and organizational culture. People are different from each other's. It can be from age, gender, attitudes, education qualification and performance. When work at the organization not only as individuals but also as groups they have utilized their brands to fulfill the task. Therefore, mainly they should have better communication method. It is not easy to move people together immediately. As a solution for these matters, organizations apply organization behavior concept to face them. This will emphasize the way of OB emerge and how organizations apply it for their issues.

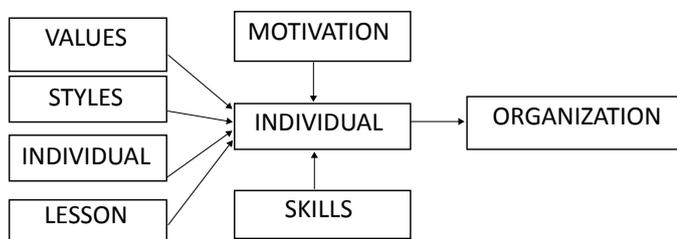
Key words: Organizational behavior • Performance • Communication • Attitudes • Workplace issues

Introduction

Every organization has different types of parties who help to improve the efficiency of its day-to-day activities and long-term sustainability as well. These parties can be divided in to three groups such as individuals, groups and the structure, which is entire organization. The investigation of the impact of these three parties' behavior is inside the organization for the purpose of applying the knowledge to improve the organizational effectiveness which effect for culture and performance of the organization can be known as "organization behavior" [1]. Management of the organization should focus on accounting, finance, economics and quantitative techniques. To achieve the operations of above sections organizations should apply systematic method of knowledge sharing [2]. Not only leading this factors but also management of the organization face for managing the people.

Humans are different from one to other and their behaviors are different form, each other that is the amalgamation of individuals and environmental characteristics. Managers should have the ability to recognize the differences of individuals and utilize them in suitable way to achieve team alliance in the organization [3]. Communication skill is one of most important skill for organizational behavior of individuals. Simply organization depends on the dedication of individuals and individuals depend on the factors, which are applied in the organization. There are number of factors that help to decide individual behavior such as attitudes, values, motivation, personality, learning, skills and abilities (Figure 1).

Personal skills can be learned or inborn and it can be classified as mental



Source: IMPACT: IJRBM

Figure 1. Factors which decide individual behaviours in the organization.

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skills and physical abilities. As well as age and gender also have roles in behavior of organization [3].

It is hard to control employees who are away from the organization, however if they are at the work place it is easy to control their behaviors. When they enrolled to the groups such as formal and informal, it affects for organizational overall performances directly and indirectly as well [4]. Based on the social identity theory there is a high chance to be success groups because of their self-esteem and self-motivation cause for group performance. Mainly teamwork, leadership, conflict and negotiation are the factors, which help to decide group behavior [5]. There are two concepts, which are work group and work team. Among them work team are better since group work is initially creates to share the information, it has a neutral synergy which is they help each members to perform under the responsibility to make decisions. Work team is a mirror of this concept, which creates to collective information, positive synergy, and individual performance in a group may be greater than the sum of individual performances [1].

Teams can produce products, supply services; make decisions, negotiate deals and etc. based on the tasks those teams can be separated as self-managed team, problem solving team, cross functional team and virtual team. As well as the members of the team should have been few characteristics such as abilities, personalities, diversity and allocation of roles. If the organization suffers from lack of such employees, then they should hire team players [6].

Third main part, which is functioning in organizational behavior, is structure of the organization. This is the study of both individual and group application of their behavior and other factors, which provides stability to an organization. The culture or the structure is the system that an organization used for their existence. Every organization has common characteristics, which use to conduct the business, such as people orientation, output orientation, team orientation, stability, aggressiveness, attention to analysis and details as well as innovation and risk taking. People take steps to apply these characteristics to get better output from employees, managers and organization as a whole [1,7].

Self-efficiency, trust, confidence and resiliency can be recognized as key psychological resources, which effect for positive organizational behavior [8]. Those characteristics would be emerged because of job satisfaction, happiness of work, and the commitment of organization.

Research Gap

It is not easy to cover all the areas, which related to every topic, because day-by-day people recognize issues and it creates a gap between the theory and practice. Identify the organizational gap is a task of human resource (HR) department and other department should support to let them identify [9]. Mainly organizations should apply gratitude to the work place. That is management should appreciate their employment at the point they should

admire. It helps to improve efficiency of work place and could make the employee retention. As well as organization should train their employees to gratitude their seniors who older people at the organization. This is mainly affect to the team works. Because it is easy to handle when they appreciating each other honestly, it help staff to identify strive and intrinsic value to meet the expectation [10].

As well as skill gap also a major part highly affect for positive organizational behavior. This can be recognized as best application to increase employee performance. There should be a plan to develop employees' skill levels up or higher than competitors do. Moreover, it will create a comparison not only with peer companies but also with other employees with same organization and it may be a disadvantage for tram works. Develop the skill level help to reduce the gap between the team players and it makes confidence to work with others [11].

Furthermore, managers should lead their employees to achieve their short term and long term objectives. Therefore, leadership also create a gap between what people suppose is possible and what the output they achieved. Effectiveness of the managerial approaches can be compare with the same level of the same organization or competing organization. This will directly affect for employees' performance and overall organizational factions.

Objectives

Main objective of every organization to apply positive organizational behavioral concept is to conduct their businesses insuccessful manner. It creates high productivity through the leadership which is it leads employees to achieve their goals and objectives that scheduled by managers. Because of the motivation, not only individuals but also groups and all the stakeholders of the organization can be identified the different between good and bad improvement. Therefore, this will help to increase the motivation in good way and improve the organizational success [12].

Job satisfaction also an another factor which implement because of positive OB. Thank to the training programs, seminars, motivational speech which help to moral development and packages employee satisfaction has been made. It has been facilitated to reduce the employee turnover, increase organizational profitability and reduce employee recruitment cost as well. In addition, organization can find suitable people, which match to the organizational working style, right mix of talent to accomplish the task at hand.

Positive OB leads organizational culture common idea and unity of direction. As well as this helps to create the organizational channels and leadership formation through apparent personality without losing adaptability and flexibility. Moreover, this concept fosters for problem solving creatively, leadership and pro-activity. When the creativity is there, it makes to unavoidable opinions, spinning conflicts into productive idea exchange. The concept wills results for employees to become good leaders and tech to utilize the opportunity in fullest. Through these objectives, which fulfill organizational objectives, will lead to maximize profitability and long-term existence [13].

Literature Review

Luthans said that positive OB is learning and application of positively oriented strengths of employees and measure, develop and manage the performance improvement effectively [14]. This concept was built by Martin Seligman in 1998. Simply this psychology tried to lead from mental illness to mental health through creating human strength [15]. As well as this is the study of understanding, forecasting and controlling individuals, groups and the organizational human behavior. Based on Seligman's concept it has few levels to study about the positive OB. Such as;

- Hope, confidence and trust
- Strengths and qualities
- Positive establishment and the public

This provides the complete picture of status and it required to determine trends and overall growing rate. This will help to increase the organizational productivity through promoting innovations, progressing job performances, increasing job satisfaction and giving confidence to the leadership management [16]. As well as organization behavior assist to understand the effect of class, gender and age to the productivity of entire organizational operations through decision making, motivation, negotiation, impression, learning and power. Furthermore, personality plays a major role individually and team work as well. Through the personality of each and every employees of the organization pretend to make successful company.

Recommendation

Positive organizational behavior is set of completely practical concepts, which should apply for organizations to achieve their goals and objectives. Communication may directly affect for employee behaviors, there have different variables like low, medium, and high which affect for their performances. By applying those organizations able to identify issues, which have already risen and extend strategies and techniques that makes possible variations [17]. Organizations can apply new strategies to motivate employees such as apply new performance evaluation methods, recognize groups and teams and alter the structure of compensation [16].

If an organization has successfully applied the positive OB, that organization should have well being of every lever from executive positions to employees. Each person may have the knowledge of their role and motivating them through goal setting and improvement of working environment is help to create positive working environment and help to enhance organizational identification among peer companies[18]. Furthermore, combination of culture and learning also effect for organization recognition. The way that people work together with the groups create well-organized, efficient business organizations. As well as organization should train their employees for core self-evaluations which can be determined themselves in positive manner [19].

Conclusion

Considering the details, which have discussed above, every organization, has number of resources, which help to conduct their business activities. Though they have such resources, management should have the knowledge to use them well. So that it is important for every organization to apply the concept of organizational behavior. Mainly this covers all human behaviors as individual, groups and organizational structure. Yet human resource is the most important and uncontrollable factor for organization, management should make effort to satisfy their employees through conducting training programs, seminars and other knowledge improvement activities. As well as it clearly consider employee satisfaction through job satisfaction, job performance.

HR department is the department mainly identifies the weaknesses of the employees and helps them to correct those. Not only the individual issues but also group issues also resolve through the organization behavior. They create the linkage between individual and groups. Moreover, it build better conceptual framework for organization and there are aligned with disciplines in unique field which suit to organization. Organizations have to face more challenges when improving OB such as improving employees' skills, quality and productivity, total quality management, responding to globalization, empowering ethical behavior, customer service and people and help employees to mange work life conflicts. Through the positive organization behavior, management can improve well-being of the employment and make successful company in every hand.

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