
The Negative Impact of Organization Behavior on Performance at the Workplace

Organizational Behavior in The Workplace

Organization behavior refers to the study of the actions of people in the workplace which is aimed at achieving desired results, success, and growth in the long run. These behaviors can be utilized to help draw out value adjust everyone's approach. Some of the skills common to find in the workplace include team leadership, positive attitude, and enthusiasm. These skills are highly efficient as they can potentially help improve job performance.

Organization behavior is a vast area of management which dives into establishing the means by which people act in organizations. Managers can use theories and knowledge of organizational behavior to improve management practices in working efficiently and influencing employment motivating them to attain organizational goals. Moreover, corporate behavior enables employees to enhance their attractiveness to employers especially for an employer who aim at equipping employees with hard and soft skills.

From the definition of organizational behavior, it is right to say that corporate behavior encompasses individuals and groups at work. Useful organizational behavior is indispensable for career growth and success. Time management, effective communication, critical thinking, decision making and teamwork skills can help improve performance at the workplace since these skills are essential in relating, interacting and working with other employees. It also provides a platform for success to managers and employees.

Organizational behavior defines the manner in which people interact at the workplace. Human beings are typical of rationalizing decisions while influenced by the actions of people and the environment surrounding them. As a result, it is paramount to maintain a good relationship with other people and establish an excellent cohesive team leadership. Good students exist because there are good teachers. Likewise, there ought to be a confident attitude amongst the employee to enhance good leadership. Moreover, the presence of enthusiasm also plays a significant role in creating a positive view as well as ensuring that the teachings and messages are indeed receptive.

That job performances are always evaluated and stand to be improved each time. Through the use of workplace skills, performance can be enhanced. Team leadership, for example, contributes towards drawing the team together enabling the employees to work in unison and as

Need help with the assignment?

Our professionals are ready to assist with any writing!

[GET HELP](#)

a team. When employees work together, they can learn and experience from each other. Every employee then becomes an asset to the company, and with a good leader at the top, employees are empowered. Positive synergy among the employees inculcates positivity which helps overcome complacency in the workplace. Though a job promotion may seem far away, it is prudent to keep setting those goals to help evaluate oneself and drive away the mediocrity feeling. With enthusiasm, employees can appreciate their work and offer their best input and this in the long helps make the task easier and enjoyable.

Organization behavior takes into account the behavior of people and is key to effective making and problem-solving situations. A perfect epitome would be the instance where two people are applying for a job position, and both candidates qualify after meeting the criteria needed for the position. The question then becomes, what judgment criteria should be used to determine who gets the position. Ideally, their performance and behavior are definitely going to be the determining factor. It goes without saying that the candidate who consistently posts high performance will qualify for the position. In this case, the organizational behavior will be at work in determining the best actions and decisions to make.

Organizational behavior is pivotal in problem-solving. However, there is some framework involved in when it comes to this process and is unique to each person. The first thing is defining the problem. Ideally, this is indeed a big concern. People are sometimes biased and are quick at passing judgment. At this instance, organization behavior takes effect and is useful in setting things straight. The next step is unearthing the potential causes by utilizing organizational behavior in making recommendations (Kinicki & Fugate, 2016).

Another practical use of organizational behavior is predicting unethical behavior. Majority of the companies at present utilize assessment tests to predict the character of the potential employee they are seeking to hire. The assessment, interview process, as well as the individual's behavior, can help ascertain unethical behavior in an employee (). Every workplace requires establishing unethical behavior since it may help curb fraud, unwanted manners, and losses as injustice. In the instance where an employee takes a couple of sheets of printing paper at home drawn from work or using the printer of the company to make invitations may seem harmless at first but in the long run, it may drain the finances of the company given the costs incurred. Such a behavior though not legal but can be considered highly unethical since it leads to losses in the company.

Many employees are still unaware of the effects of organizational behavior at workplaces. However, it is essential to know how to utilize and apply it for the benefit of the organization. Without organizational behavior, people will not be in a position of controlling themselves. Conversely, using organizational behavior is useful in the performance of task as it leads to improved job performance.

Need help with the assignment?

Our professionals are ready to assist with any writing!

GET HELP

gradesfixer.com

Need help with the assignment?

Our professionals are ready to assist with any writing!

GET HELP