

Organizational Behaviors



Organizational Behaviors

Code HMS 3311

Credit 3 (3-0-6)



“

Concept and important, theory and organization in all aspects, development of organization related to human behavior, staff satisfaction, motivation, attitude and knowledge acceptance, leadership, concept of organization norm, relationship and team efficiency, personal behavior against changing process, organization development

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Evaluation

Activity	Method	Week	Quotation
1	Participation in the class	1-15	20
2	Midterm Examination	9	30
3	Final Examination	17	30
4	Individual assignment	5,6,7	10
5	Group presentation	14	10

Grading evaluation

Grade	Range	Score
A	86-100	4.00
A-	82-85	3.75
B+	78-81	3.50
B	74-77	3.00
B-	70-73	2.75
C+	66-69	2.50
C	62-65	2.00
C-	58-61	1.75
D+	54-57	1.50
D	50-53	1.00
D-	46-49	0.75
F	0-45	0.00

Teaching plan and assessment



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Definition of Organizational Behavior

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The importance of organizational behavior



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The importance of organizational behavior



01

It creates understanding, can predict and control their own behavior.

02

causing understanding and ability to predict and control the behavior of subordinates

03

ake understanding and can predict and control the behavior of colleagues

04

make understanding and predict the behavior of executives and various conditions involved in the formulation of organizational policies.





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**knowledge summary
about organization and
management**





**1. Organization
Goal**

**2. Organization
Structure**

Organizational Elements



**4. Organization
Environment**



3. People

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Type of organization



1. Classification
of organizations
based on
organizational
objectives

2. Organization
classification ba
sed on structure

3. Classification
of organizations
based on their
origins



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Type of organization

I. Classification of organizations based on organizational objectives

Peter Blau and Richard Scott

- I.1 Mutual-benefit**
- I.2 Business concern**
- I.3 Commonweal organization**
- I.4 Service organization**

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Type of organization

2. Organization classification based on structure

2.1 Formal organization

2.2 Informal organization

Next >>





Type of organization

3. Classification of organizations based on their origins

3.1 Primary organization

3.2 Secondary organization

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Organization process

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Organization process

3 steps

**Identification of Work &
Grouping Work**

**Job Description &
Delegation of Authority
& Responsibility**

**Establishment of
Relationship**

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Organizational principles

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Organizational principles

“OSCAR” Henri fayol

- 1. Objective**
- 2. Specialization**
- 3. Coordination**
- 4. Authority**
- 5. Responsibility**

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Principles of good organization

12 Principles of good organization

1. Objective

2. Specialization

3. Coordination

4. Authority

5. Responsibility

6. Balance

7. Continuity

8. Correspondence

9. Span of control

10. Unity of Command

11. Ordering

12. Promotion

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Models related to organizational behavior

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Models related to organizational behavior

Stephen P. Robbins, 1993

- 1. Individual Organizational Behavior Model**
- 2. Group level organizational behavior model**
- 3. Organizational Behavior Model**



I. Individual Organizational Behavior Model

Independent variables or factors affecting organizational behavior at the individual level were biological characteristics , which were age, gender, personality, values, attitudes, and individual abilities. including the awareness, motivation, and learning of such individuals. which affects the behavior of individuals in the organization



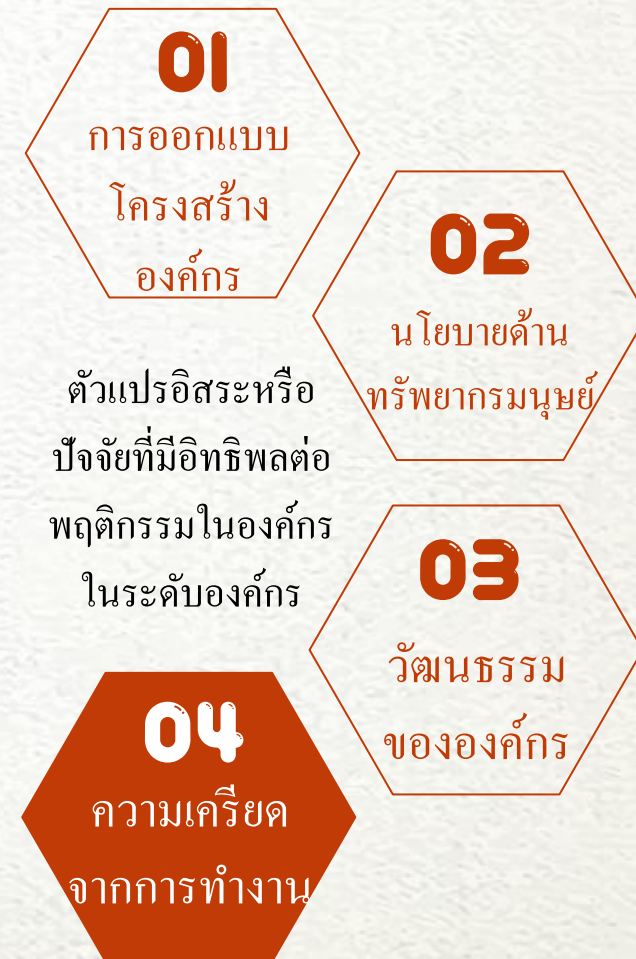
2. Group level organizational behavior model



Group-level organizational behavior is not just a combination of individual-level organizational behavior. But group-level organizational behavior is more complex. Because individuals when in groups behave differently from behavior when alone. Group-level behavior involves group structure, communication, leadership, group decision-making, conflict, and group dominance, as well as the relationship between different groups in the organization.

3. Organizational Behavior Model

Organizational behavior is not just a collection of organizational behavior at the individual and group levels. But organizational behavior is even more complex. Because the person when in the organization In addition to being influenced by individual and group factors, Also influenced by organizational structure design. Human Resources Policy and Practice organizational culture and the level of stress caused by working in that organization as well





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Q&A

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