

Organizational Behavior and Development

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Organizational studies is a fragmented field. Its foundations are the absorption of Psychology, Sociology, and Economics and applied fields such as Industrial Psychology, Labor Relations, Human Resource Management, Organizational Development and Management. Each field of inquiry focuses on different phenomena, employs different research methods and makes different assumptions about the nature of people and about organizations and their progress in society. This diversity has prevented the emergence of a common language or theory of organizations (Pfeffer, 1977).

This chapter will attempt to synthesize diverse perspectives by adopting the following main assumptions and assumptions about the nature of people and organizations (Katz and Kahn, 1978; Pfeffer, 1983; Schriesheim, 1978; Schriesheim, 1986):

- People are multifaceted and complex. They have needs to acquire, to eliminate fears of economic loss, but they also have needs to bond with others, to have and give, and to defend their self-interest (Lawrence, 1990). While people join organizations with a mix of these needs, organizations are capable of nurturing their relative salience and managing through selection and socialization.
- Organizations are complex open social systems that adapt and evolve to survive and prosper. Successful adaptations require an effective exchange with the environment. The value of the organization's outputs (satisfaction of customers, community, shareholders and other stakeholders) must exceed the cost of resources utilized to produce those outputs. By complex is meant that a variety of organizational factors, in

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