

## Organizational Behavior and Development

### Objectives

#### General Learning

Organizational studies is a broad-based field. Its foundations are the disciplines 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 (Phillips, 1977).

This chapter will attempt to synthesized diverse perspectives by adopting the following main assumptions and assumptions about the nature of people and organizations (Katz and Miller, 1978) (Merton, 1936), (Scheler, 1970), (Scheler, 1960):

- 1. People are individual and complex. They have needs to express the abstract state of consciousness, but they also have needs to bond with others, to have and give, and to defend their self-systems (Lawrence, 1999). While people join organizations with a mix of these needs, organizations are capable of nurturing their relative individual and complex through selection and socialization.
- 2. Organizations are complex open social systems that adapt and cope to survive and prosper. Successful adaptation requires an effective exchange with the environment. The value of the organization's complex satisfaction of structure, community, identification and other characteristics must exceed the cost of resources utilized to produce these outputs. By complex is meant that a variety of organizational factors, in

# Organizational Behavior And Development Michael Beer

**Christian G. Meyer**



**Organizational Behavior And Development Michael Beer:**

## Unveiling the Energy of Verbal Art: An Psychological Sojourn through **Organizational Behavior And Development Michael Beer**

In a world inundated with screens and the cacophony of fast transmission, the profound energy and psychological resonance of verbal artistry often diminish into obscurity, eclipsed by the regular assault of noise and distractions. Yet, situated within the lyrical pages of **Organizational Behavior And Development Michael Beer**, a charming work of fictional splendor that impulses with raw feelings, lies an wonderful journey waiting to be embarked upon. Published by a virtuoso wordsmith, this interesting opus guides visitors on a mental odyssey, lightly revealing the latent potential and profound affect stuck within the elaborate web of language. Within the heart-wrenching expanse of this evocative evaluation, we will embark upon an introspective exploration of the book is central styles, dissect its captivating writing style, and immerse ourselves in the indelible impression it leaves upon the depths of readers souls.

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