

Organizational Behavior and Development

Objectives

General Competency

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 Kahn, 1978) (Merton, 1936), (Scheler, 1970), (Scheler, 1980).

- 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 learn and grow, 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 rates of the organization's adaptive capabilities of structure, processes, capabilities and other characteristics must exceed the rate of economic and/or production rates. By complex is meant that a variety of organizational factors, in

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Ying-Ying Zheng



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Decoding **Organizational Behavior And Development Michael Beer**: Revealing the Captivating Potential of Verbal Expression

In a period characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its power to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Organizational Behavior And Development Michael Beer**," a mesmerizing literary creation penned by a celebrated wordsmith, readers attempt an enlightening odyssey, unraveling the intricate significance of language and its enduring effect on our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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