Organizational Behaviour

Anthropology

Psychology

Ethics
Economics

Systems
Theory

Sociology
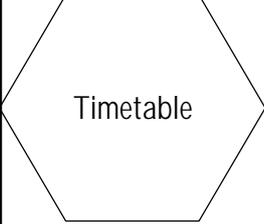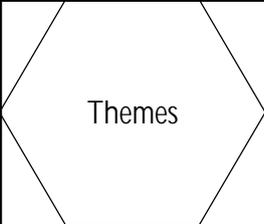
Behaviour
and
Organizations

What is the
relationship
between
Organizations
and Behaviour
?

- **Organization**. Theory of organizations, knowledge of organizations, system theory, making sense of organizations.

- **Behaviour at Work**. The measurement and management of company/team/individual performance. Efficiency and effectiveness.

- **Organization of Behaviour**. How behaviour at work is organized, coordinated and managed. Management and leadership. Types of behaviour. Motivation.

- **Behaviour in Organizations**. How people and teams behave in an organizational context. Psychological factors, including groupthink, anxiety and stress.

- **Behaviour of Organizations**. Strategy and culture. Power & conflict. Technology change & resistance.

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Timetable

1 **Introduction**	6 **Power and Conflict**
2 **Making Sense of Organizations**	– Organizations as collective entities. Political issues.
– Need for interpretation. Techniques and perspectives for analysing organizations.	7 **Social and Cultural Aspects**
3 **People in Organizations**	– Organizations as collective entities - economic and social issues. Trust.
– Exploring inner workings of organizations as systems. Considerations of subsystems – large and small groups. Simple examples of psychological behaviour patterns.	8 **Technology and Change.**
	– Organizations and technology. Adopting and resisting technical change.
4 **Behaviour and Motivation**	9 **Organizational Environment and Strategy.**
– Explaining and influencing the behaviour of people in organizations.	– Developing the notion of an organization as an open system. Policy and regulation.
5 **Leadership and Control**	
– How managers organize behaviour.	10 **Conclusion**

Themes

Primary themes	**Secondary themes**
(essential for passing module)	(useful for gaining higher marks)
• Culture,	• Anxiety & Stress
• Groups & Teams	• Complexity
• Leadership	• Game Theory
• Motivation	• Psychology of Groups
• Power & Conflict	• Social Theory
• Resistance	• Trust
• Technology Change	

Foundations (again)

Foundations of Business
- Economics
- Ethics
- Sociology
- Systems Theory

Behavioural Science
- Anthropology
- Psychology

Reading

Set Texts
- Mary Jo Hatch, Organizational Theory
- Charles Handy, Understanding Organizations
- also some Derek Pugh (ed) Organization Theory.

Other Reading
- Various books as recommended in each section
- Regular reading of business papers and magazines.
- Management journals, such as Harvard Business Review and Sloan Management Review.