Organizational Behavior Concepts

Name

Institution

Title: Organizational Behavior Concepts

1. **Introduction:**

   1. **Thesis:** The knowledge of Organizational Behavior in an organization is important as it helps the managers and supervisor to know how employees' behaviors and attitudes affect the performance of the organization.

   2. **Argument:** Therefore, organizational behavior focuses on how people are relating to the organization and how their behaviors are affecting it. This final paper, focus on three concepts. They include Team decision making, Motivation and performance, and Attitude and Decision Making. The key issues discussed are the personal experience regarding the identified organizational behavior and transfer of the concepts to the professional life. In addition to these, a personal reflection is outlined.

1. Body

   1. **Team Decision Making**

   1. **Personal Experience:** This concept is useful in organizational problem-solving. It allows complementary skills to work on solving the problems. According to Díaz-Fernández, González-Rodríguez & Simonetti, (2018) team decision making, the issues are looked at from various angles and perspectives thus useful and detailed decisions are made. A leader recognizes the need to utilize group decision making processes in vital organizational issues.

   2. **Learning Transfer:** The application of team decision making concept is pertinent to professional growth as well as organizational progress. As a supervisor, there is a need to build teamwork in the organization. In return, teamwork is replicated in

decision-making processes. Teams are rich in perspectives on the issues and have diverse skills. This makes the problem solving easy, detailed, time-saving, and above all people feel included in the affairs of the organization. To implement this, therefore, need a departmental approach, where each department select key, reputable, and competent individuals for various decision tasks about that department. Another approach is holding forums where people are asked to share their ideas on a particular issue affecting the organization.

2. **Motivation and Performance**

1. **Personal Experience:** The owner, managers, and supervisors understand the role of positive motivation to the people for excellent performance and production (Olafsen, Halvari, Forest & Deci, 2015). According to Olafsen, Halvari, Forest & Deci, (2015) the various ways of creating positive motivation on employees ranging from monetary rewards, performance appraisals, promotions, gifts, and more. A motivated employee adds value through performance and being productive.

2. **Learning Transfer:** Balancing motivation and performance can be a challenging task. Besides these challenges, as a manager, I need to strike a balance between the two. Nevertheless, a manager applies a mix of motivation strategies to attain the desired results in motivation and performance. The various strategies include employees benefits, the setting of achievable goals with rewards, good remunerations, and involvement among other. The implementation of these motivational practices depends on the organizational goals. Thus, it is upon the discretion of the manager to choose the most effective practice.

3. **Attitude and Decision Making**

1. **Personal Experience:** The employee attitude can be positive or negative depending on the level of satisfaction they expect to receive in the organization. For instance, an employee can have a negative attitude towards his/her work which will affect his/her rationality in the place of work. Less motivated employees are unlikely to actively participate and contribute positively to the decisions made in an organization. Their decisions are likely to be irrational which may affect the organization (Lehnert, Park & Singh, 2014). Lack of job satisfaction also can lead to the negative attitude.

2. **Learning Transfer:** To change negative employees' attitude need an environment where every employee is satisfied and has a means of addressing the issues that are affecting their work life (Della Torre, 2018). The manager needs to be aware of behavioral changes of the employees which are a significant variable of attitude change. A special channel and office for addressing employees' issues should be defined and accessible.

1. **Reflection**

    1. **Personal Values:** The personal values make me reflect on self as superficial but not in a wrong way. I enjoy nice things with my family. Moreover, to provide those things i need a well paying and enjoyable job. I also noticed that I prefer Intellectual progress to be physical.

    2. **Managerial Assumption:** The second reflection is insightful on orientation toward Douglas McGregor's Theory X (my "X" score) and Theory Y (my "Y" score) assumptions. It gives me an opportunity to consider how i am likely to behave toward other people at work.

3. **Global Awareness:** Lastly, my reflection on global readiness on this assignment

    is that i have an extreme comfortability at work and feel that i have an

    overwhelming grasp of things going on around me.

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