

Chapter 1: Introduction to the Field of Organizational Behavior

- Organizational Behavior and Organizations
 - **Organizational behavior (OB)**: studies what people think, feel, and do in and around organizations
 - **Organizations**: groups of people who work interdependently toward some purpose
- Importance of OB for You
 - OB is important for everyone
 - Employers say OB skills are most important
 - OB helps students adopt better personal theories to:
 - Understand workplace events
 - Predict workplace events
 - Get things done by influencing and coordinating with others
 - OB theories improve the organization's effectiveness
 - **Organizational effectiveness** is an ideal state in which the organization:
 - Has a good fit with its external environment (open system)
 - Effectively transforms inputs to outputs (human capital)
 - Satisfies the needs of key stakeholders
- Organizations as **Open Systems**



- **Human Capital** as Competitive Advantage
 - Knowledge, skills, abilities creative thinking, and other valued resources that employees bring to the organization
 - Human capital is:

Analysing Organizational Behav Hc

Sabine Zange



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