

14 ORGANIZATIONAL BEHAVIOR

T ASHRAF

Structure



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Learning Objectives



After going through the Unit 14 on Organizational Behavior, it is expected that you would be able to

- ❖ Understand organizational behavior in its broadest multi-disciplinary context
- ❖ Familiarise yourself with the theoretical and practical aspects of organizational behavior (OB).
- ❖ Appreciate the role of leadership in organizing community-based activities related to adult education.
- ❖ Discuss the relevance of the interplay between authority, power and politics.

14.1 Introduction

Running or managing an adult learning set-up involves some basic principles of organization that an adult educator has to keep in mind and follow while performing various functions. For

example, all such centers have staff members who need to be trained, motivated, satisfied and well-informed. Since running a learning resource set-up is a managerial task, it is essential

Organizational Behavior Reiter 10th Edition

Joseph A. Allen, Roni Reiter-Palmon



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Organizational Behavior and Management in Health and Medicine James K. Elrod, John L. Fortenberry, Jr., 2024-07-10
This comprehensive textbook on healthcare organizational behavior and management uniquely bridges theory and practice directing significant attention toward operationalization in health and medical settings This blend of theory and practice differentiates the content of this book from that of related academic and professional books that tend to discuss theory at length with limited attention being directed toward practical applications This approach ultimately affords readers with a working knowledge of the subject matter which must be mastered to successfully operate healthcare organizations and a real world skill set for use in practice The contents of the text encompass a fairly broad spectrum of organizational behavior and management within the context of the healthcare industry and its associated organizations Among the topics covered Leadership in Health and Medicine Motivation in Health and Medicine Communication in Health and Medicine Strategy in Health and Medicine Ethics and Social Responsibility in Health and Medicine Organizational Culture in Health and Medicine Groups and Teams in Health and Medicine Power and Politics in Health and Medicine Beyond its efficient presentation of core facets of organizational behavior and management the book features practical insights in each chapter from the authors experiences as leaders at a health system These passages share real world insights often involving unique applications innovative thinking and other creative perspectives from practice These viewpoints are invaluable for helping readers to ground the theoretical overviews presented in each chapter bolstering knowledge and understanding A glossary of organizational behavior and management terminology is also included *Organizational Behavior and Management in Health and Medicine* serves as a primer featuring principles and practices with intensive application and operational guidance The text with its learning objectives chapter summaries key terms and exercises is ideally suited for professors and students of health administration medicine nursing and allied health The book also can serve as a refresher for healthcare executives and managers e g administrators nurses physicians and as a useful reference for anyone with an interest in learning about administrative practices in health and medical settings

Human Resource Management, 10th Edition Raymond J. Stone, Anne Cox, Mihajla Gavin, 2020-12-14 The new edition of Raymond Stone s *Human Resource Management* is an AHRI endorsed title that has evolved into a modern relevant and practical resource for first year HRM students This concise 14 chapter textbook gives your students the best chance of transitioning successfully into their future profession by giving them relatable professional insights and encouragement to exercise their skills in authentic workplace scenarios Complementary to your courses with well written conceptual content Stone s 10th Edition will save you research and assessment prep time with a host of case studies that cement learnings and get students thinking critically

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Current Trends and Legal Issues in Special Education David F. Bateman, Mitchell L. Yell, 2019-04-25 Building and supporting effective special education programs School leaders and special educators are expected to be experts on all levels and types of special education law and services types of disability and aspects of academic and functional programming With the increasing demands of the job and the ever changing legal and educational climate few feel adequately prepared to meet the demands Trends and Legal Issues in Special Education helps you build and support timely legally sound and effective special education services and programs Readers will find the most up to date information on how to effectively implement special education programs processes and procedures examination of a wide variety of issues from developing and implementing individual education programs IEPs that confer a free appropriate public education Section 504 least restrictive environment LRE and successfully collaborating with parents to issues regarding accountability staffing bullying early childhood special education multi tiered systems of support MTSS evidence based practices transition discipline and the school to prison pipeline extensive references and resources

Handbook of Organizational Creativity Roni Reiter-Palmon, Sam Hunter, 2023-06-22 Handbook of Organizational Creativity Leadership Interventions and Macro Level Issues Second Edition covers creativity from many perspectives in two unique volumes including artificial Intelligence work creativity within specific applied domains e.g engineering science therapy and coverage of leadership The book includes individual team and organizational level factors and includes organizational interventions to facilitate creativity such as training Chapters focus on creative abilities and creative problem solving processes along with individual differences such as motivation affect and personality New chapters include the neuroscience of creativity creativity and meaning morality ethicality and creativity and creative self beliefs Sections on group level phenomena examine team cognition team social processes team diversity social networks and multi team systems and creativity Final coverages includes different types and approaches to leadership such as transformational leadership ambidextrous leadership leader follower relations and more Focuses on the key need to increase creativity and innovation in organizations Identifies factors influencing organizational creativity in specific subject domains Discusses effects of rewards training and performance management on creativity Contains new coverage of virtual teams creative

meetings and multiteam systems Presents interventions to improve organizational creativity Explores use of AI technology and design thinking for organizational creativity This expanded second edition is divided into two volumes For further information on Individual and Group Level Influences visit <https://shop.elsevier.com/books/handbook-of-organizational-creativity-reiter-palmon/9780323918404>

Corporate Behavior and Sustainability Güler Aras, Coral Ingley, 2016-10-04 Companies can no longer expect to engage in dubious or unethical corporate behaviour without risking their reputation and damaging perhaps irrevocably their market position Irresponsible corporate behavior not only deprives shareholders of long term returns but also ultimately imposes a cost on society as a whole Sustainable business is about ensuring that entities contribute toward positive social environmental and economic outcomes Bad business behaviour is costly for stakeholders for markets for society and the economy alike To ensure that a company behaves well the buy in of the leadership team is crucial The full commitment of the board of directors in conjunction with the senior managers of the organization is required if an organization is to be socially responsible In this sense leadership does not reside with an individual the CEO within the organization but with all of those at the apex of corporate power and control Effective change management requires enlightened and capable leadership to instigate and drive the process of embedding a sustainable and socially responsible corporate philosophy and culture that supports good business decision making A profound understanding of the requirements of such a leadership process will help corporate managers become highly effective change agents Governance will be the main driver of this change For the economy and financial markets to become sustainable and resilient radical changes in corporate leadership need to take place Integrated reporting government regulation and international standards will all be important factors in bringing about this change As well as understanding the effects of corporate behavior on financial markets such an understanding is also now imperative in relation to the social and environmental contexts

The Cambridge Handbook of Organizational Community Engagement and Outreach Joseph A. Allen, Roni Reiter-Palmon, 2019-01-03 This is an ideal reference for those looking to understand study and practice community engagement and outreach It discusses the different ways individuals including faculty administrators and management in organizations engage in their communities It supplies case studies best practices and theoretical approaches to the study of community engagement Scholars active in this field can use this book as an integration of the current knowledge concerning community engagement and as an inspiration for future research agendas Whilst directing how to implement effective community engagement practices the book also facilitates the application of organizational theory to community engagement It will appeal to academics who are interested in the theoretical background of community engagement

Promoting Trait Emotional Intelligence in Leadership and Education Roy, Shelly R., 2015-03-31 Humans have the capacity to detect and experience a wide spectrum of emotions in everyday life However the ability to identify and interpret those emotions is not a skill commonly held by all individuals despite the significance of this skill Promoting Trait Emotional Intelligence in

Leadership and Education provides the latest information on enabling educators and leaders across industries to monitor the emotions of others as well as their own in order to interact effectively with others Focusing on best practices and methods for training those in education and leadership positions this publication is essential to the research needs of education administrators professors managers and professionals in various disciplines **Team Performance Assessment and Measurement** Michael T. Brannick, Eduardo Salas, Carolyn W. Prince, 1997-06 Such chapters present a rich source of examples and ideas about how to measure team process and outcome

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