

Second Edition

ORGANISATIONAL BEHAVIOUR

Text and Cases

This new and improved edition would be an ideal study resource for the MBA students, researchers in OB, and young managers.

The book discusses the theories, concepts and practices in OB in the Indian cultural setting, highlighting the problems faced by today's organisations and managers in their decision making. It also brings to focus newer trends in OB in Indian organisations including the changing nature of the workforce in terms of its diversity; women in today's workplace; and educational/technological sophistication of the workforce and their ambitions and expectations.

NEW TO THIS EDITION

- A chapter on Power and Politics in Organisations
- Two case studies based on Indian organisations
- Sections on Organisational Culture, Emotions, OB Mod, Effective Teams, Recent Approaches to Leadership, Negotiation, Influence of Technology on Job Design, Virtual Organisations, the Big Five model, and so on
- Citation of research work done in the areas of leadership and stress, concepts of outsourcing, human resources management, learning organisations, and knowledge management

LEARNING AIDS

- Illustrative examples, drawn from Indian organisations and elsewhere
- Situation-based and group exercises
- Measurement techniques using questionnaires and rating scales
- Diagrams illustrating several models
- Learning objectives at the beginning and summary at the end of the chapters

Uma Sekaran is Professor Emerita of Management, Southern Illinois University at Carbondale (SIUC), Illinois, USA. She obtained her DBM from Jamnalal Bajaj Institute of Management Studies, Mumbai, MBA from the University of Connecticut, USA, and PhD from the University of California in Los Angeles, USA. She was the Chair of the Department of Management in School of Business at SIUC and Director of University Women's Professional Advancement when she retired from the university. A Certified Associate of the Indian Institute of Bankers, Dr Sekaran worked with the Reserve Bank of India (at Mumbai), for nearly 20 years prior to her departure to the USA. Dr Sekaran continues to teach courses in management. An avid researcher and a prolific writer, Dr Sekaran has done research in the areas of employees' and managers' attitudes, aptitudes and approaches to work and has contributed more than 70 papers to journals of repute. She has authored several books, including a text book on Research Methods for Business.

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- Indian cultural ethos- and values-oriented
- Managerial decision-making focus
- Real-life case studies/ examples

UMA SEKARAN

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About the Author

Uma Sekaran is Professor Emerita of Management, Southern Illinois University at Carbondale (SIUC), Illinois, U.S.A. She obtained her DBM from the Bajaj Institute of Management Studies in Bombay, MBA degree from the University of Connecticut, and Ph.D. from University of California in Los Angeles. She was the Chair of the Department of Management in the School of Business at SIUC and the Director of University Women's Professional Advancement when she retired from the University and moved to California to be closer to her family.

A graduate of the Nagpur University and a Certified Associate of the Indian Institute of Bankers, Uma Sekaran worked in the Reserve Bank of India, Bombay, for nearly 20 years prior to her departure to the USA. Her insights into employees' and managerial attitudes, aptitudes and approaches to work led her subsequently to her research in India and elsewhere.

Dr Sekaran has authored or co-authored several books, book chapters, and refereed journal articles in the management area, and has presented more than 70 papers at national, international and regional management conferences. Her book on *Research Methods for Business* has been translated into Chinese (Mandarin). She has won recognition for significant research contributions to cross-cultural and management research from US and other international professional organisations. She is also the recipient of Meritorious Research Awards both from the Academy of Management and SIUC, as also the Best Teacher Award conferred by SIUC.

Dr Sekaran continues to teach courses in Management from time to time. She taught an Organisational Behaviour course at IIT, Chennai, and was invited to teach at the Memorial University of Newfoundland, Canada. The course titled "Management in the New Millennium" reflects the need for change in management styles in the face of technological advancements. Her hobbies are writing, reading, and gardening.

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Contents

<i>Preface</i>	vii
<i>Acknowledgements</i>	ix
1. Introduction to Organisational Behaviour	1
Organisation, Management and Organisational Behaviour	1
Theories of Management Leading to Organisational Behaviour	4
Role of Culture in Management	10
Challenges of the Changing World of Work	13
Current Concerns for Organisations	14
Discussion Questions	15
2. Enrichment of OB Knowledge Through Research	16
Some Basic Research Terminologies	17
Types of Research: Basic and Applied	19
Scientific Research	19
Types of Research Studies: Field and Lab	22
Understanding the Nature of Managerial Work and Manager's Roles Through Observational Studies	25
Implications for Managers	26
Summary	26
Discussion Questions	26
Exercise	27
3. Personality Predispositions and Managerial Effectiveness	28
Personality	29
Values, Attitudes and Beliefs	34
Argyris's Maturity-Immaturity Continuum	40
Managerial Relevance	42
Summary	43
Discussion Questions	43
4. Perceptual Processes and Developing Perceptual Skills	47
Perceptual Process	48
Factors Influencing the Perceptual Process	52
Factors Affecting the Perceptual Throughput Process	53

<i>Summary</i>	60	
<i>Discussion Questions</i>	60	
<i>Exercise</i>	61	
<i>The Narmada River Story</i>	61	
5. Motivation and Work Performance: Content and Cognitive Theories		63
Motive, Motivation, Motivating	64	
Theories of Motivation	65	
Is Motivation Culture-Bound and How Can Indian Managers Motivate Employees?	82	
<i>Summary</i>	86	
<i>Discussion Questions</i>	87	
<i>Kalinga Ferro Alloys</i>	88	
6. Reinforcement and Motivation—Performance Relationship		92
Reinforcement Theory	92	
Behaviour Modification	93	
Individual and Organisational Learning Processes	94	
Reinforcement Strategies	95	
Implication of Reinforcement Theories and Schedules for Managers	99	
Relationship between Motivation and Performance	100	
<i>Summary</i>	101	
<i>Discussion Questions</i>	101	
<i>Exercise</i>	101	
<i>Individual Work Sheet</i>	103	
<i>Tardiness in the Production Department of the Bhilai Steel Plant</i>	104	
7. The Dynamics and Management of Stress		105
Impact of Stress on Individuals	106	
Personality Predispositions and Experienced Stress	107	
Sources of Stress	107	
Stress Management	112	
Selected Stress Research Studies Done in India	116	
<i>Summary</i>	117	
<i>Discussion Questions</i>	117	
<i>Exercise</i>	118	
8. The Dynamics of Communication		120
Communication Process	121	
Effective and Efficient Communication	126	
Structure of Communication	132	
What Managers Can Do	135	

<i>Summary</i>	135	
<i>Discussion Questions</i>	136	
<i>Communication Exercise</i>	136	
<i>Exercise in Upward Appraisal</i>	137	
<i>A Case of Letting the Hair Down</i>	138	
9. Work Groups and Group Dynamics in Organisations		139
Synergy Through Groups	140	
Group Dynamics	142	
Different Modes of Decision Making in Groups	149	
Group Effectiveness	151	
Stages of Group Development	157	
The Manager's Role in Groups and the Decision Making Processes	159	
<i>Summary</i>	159	
<i>Discussion Questions</i>	160	
<i>The Rueful Results of Records Room Relocation</i>	161	
10. Intergroup Dynamics, Teams and their Management		164
Teams	167	
How Managers Can Tap into Groups and Make Them an Organisational Resource	172	
<i>Summary</i>	174	
<i>Discussion Questions</i>	174	
<i>Exercise</i>	174	
<i>The Sad Saga of the Sastri Hall Hostel Kitchen</i>	177	
11. Leadership and Managerial Effectiveness		180
Leadership as an Influence Process	180	
Theories of Leadership	181	
Leader Behaviour Theories	182	
Contingency Theories of Leadership	183	
Other Approaches to Leadership	188	
Recent Approaches to Leadership	190	
Leadership in the Indian Context	192	
Leadership and Technology	193	
<i>Summary</i>	194	
<i>Discussion Questions</i>	196	
<i>The Nataraj Metal Products Company</i>	197	
12. Conflict Management and Negotiation		200
Nature of Conflict	200	
Dynamics of Conflict	203	

Conflict Resolution Modes	205
Approaches to Conflict Management	207
Sources of Conflict in Organisations	211
Negotiation	213
Managerial Implications	215
Summary	215
Discussion Questions	216
Understand Your Conflict Management Style	216
Escalation of Conflict Through Endowed Chair	220
13. Power and Politics in Organisations	222
Sources of Power	223
Ways to Acquire and Enhance Power	226
Organisational Politics	227
Managerial Implications	229
Summary	229
Discussion Questions	230
The Professor Who Almost Did Not Make It!	231
14. Job Design	237
Job Designing: Simple to Complex Jobs	238
Job Diagnostic Survey	239
Socio-Technical System Design and the Quality of Work Life	242
Influence of Technology on Job Design	243
Deploying Alternative Work Patterns	244
Job Design and Quality of Work Life	245
Implications for Managers	247
Summary	247
Discussion Questions	247
Exercise	248
The Unpredictable Ms Sindhu Joshi	251
15. Structure, Size, Technology, Environment and Organisation Design	254
Different Organisational Structures	255
Components of Structure	256
Size, Technology and Structure	265
Environment	267
Organisation Design	270
Differentiation and Integration	271
Managerial Implications	274
Summary	274

Discussion Questions	275
Exercise	275
The Aesthetic Embroidery Shop	276
16. Organisation Development and Organisational Culture	277
Quality of Life	277
Organisation Development	279
Organisational Culture	280
Potential Areas for OD Interventions	281
Values and OD	288
Managerial Implications	289
Summary	290
Discussion Questions	290
Growing Pains of the Pennathur Tyre Company	291
17. Managing Organisational Change Processes	293
Planned Change	294
Implications for Managers	303
Summary	304
Discussion Questions	304
Exercise	304
North Electricity Board: A Case of Restructuring in the Indian Power Industry	305
18. Organisational Effectiveness, Human Resource Management and Current Trends in OB	311
Input-Throughput-Output Model of Organisational Effectiveness	312
Human Resource Management	316
Defining Organisational Effectiveness	319
Current Trends in Management	321
Trends and Issues in Indian Organisations	322
Summary	324
Discussion Questions	324
Glossary	326
References	344
Subject index	351
Name index	358