

A Review of Organizational Behavior (OB) on Work Culture in an Entity

Amrita Jain, Department of Management,
Galgotias University, Yamuna Expressway
Greater Noida, Uttar Pradesh
Email ID: amritajain1988@gmail.com

Introduction: Poor employee performance often contributes to low productivity for output. There are several big explanations for poor employee performance, such as excessive absenteeism of workers, low turnover and lack of motivation. The basic theme of this research paper is to explore the relation between the role of motivation and absenteeism, as well as the quality and quantity of the public sector units of employer turnover. The role of organizational behavior (OB) is important for improving productivity in both public and private sector companies in terms of motivation, employee turnover intent. It is also a difficult job for managers and all other shareholders to boost the morale of the employees along with productivity. Any organization has productivity and effectiveness directly linked to the degree of employee motivation. The survey findings indicate that motivation has a strong positive association with labor productivity, while workers' absenteeism and turnover have negative ties with labor productivity. Recommendations to improve the standard of labor in public companies have been established in addition to surveys.

Keywords: Organizational behavior, motivation, absenteeism, turnover, labor productivity, organizational performance.

INTRODUCTION

In today's dynamic worldwide business climate, the primary concern of large and small businesses is to improve labor efficiency with its limited resources in connection with organizational productivity as a commodity, development of services and market results. Corporate businesses are also aware of the complexities of global dimensions and related threats to finite capital, and are therefore making efforts to increase profitability. Productivity, as defined by the International Labor Organization, is the measure that all available resources, such as capital, labor, material, information and time, are used effectively and efficiently. Some experts are also satisfied with the definition given by the experts in project management, as productivity is the effectiveness through which inputs are converted to the desired output.

The productivity is also defined as the quantity of the production from the available raw materials as input for the making of the product [1]. The position of organizational behaviour (OB) is essential for improving efficiency in both public and private sector companies in terms of motivation, employee turnover intent. It is also a difficult task for administrators and all other shareholders to improve the morale of the employees along with efficiency. Any organization has efficiency and effectiveness directly related to the degree of employee motivation. Inspirational studies indicate that motivated workers appear to be more innovative, loyal, efficient and committed with their employers and their tasks.

These are the main reasons why the efficiency and effectiveness of a manufacturing and service industry directly suffers from employee behavioral changes such as frequent absenteeism, turn over, motivation, dedication, job satisfaction and the ability to perform the task. Organizational behaviour is the main factor in pushing people forward by conceiving these elements in their routine work and triggering employees' emotional behaviour as well as performing the assignment. The professionals related to the human resources in respective organizations are very much familiar with the importance of all these elements and many experts have been still investing resources to explore the more in this field [2].

The selected types of organizations in Pakistan are facing low labor productivity problems in their various units which have declined their overall output by giving low quality, resource & time loss, high operating costs, and labor loss. Both of these have, in effect, significantly impacted the final cost of the goods and the achievement of both local and export orders goals. With such a high cost and inability of reaching goals within a defined period of time. It is not feasible on the local as well as foreign market [3]. The problem of repeated break-downs at all units concurrently points to a concern other than a technological one.

Therefore, in the light of the term organizational hypotheses for employees to achieve success and generate optimal business results at all times, it is important to evaluate and treat the matter in order to identify the underlying cause [4]. The aim of this study is to explore and examine the role of organizational behavior in improving efficiency and to evaluate "how variables of encouragement, turnover intention influence the labor productivity in public sector enterprises" and to develop recommendations that will use OB resources effectively to improve productivity.

REVIEW OF LITERATURE

Kitchin, Duncan studied and gave a summary of a topic that is becoming incredibly common with both practitioners and scholars is presented by this amazing new text on organizational culture. It looks at the relations between culture and the principles of organizational change, the administration of human development and financial issues. With examples taken from real-life organizations, the reader is given an overview to the roots of the current interest in organizational culture. Critical points in the concept of religion, including such questions of meaning, the evolution of cultures, subcultures as well as national cultures, are discussed in depth based on these basic concepts. Relevant case studies explain all the principles and theoretical points discussed, and the final part draws together all these principles and theorizes on possible developments in organizational culture [5].

Alfes, K. et al tell about a research which provides a better understanding of the mediating variable mechanisms by which linear relationships are correlated with human resource management (HRM) activities. We designed and tested a mediating effect model that relates perceived HRM behaviors to the actions of organizational commitment and intentions of turnover. Based on the theory of social exchange, our model postulates that the impact of perceived HRM activities on both dependent variables is influenced by employee performance, while presumed managerial success and leader-member transfer moderate the relationship between work engagement and now both dependent variable. Overall, this model is backed by data from 296 jobs in a service industry company in the UK. This implies that, as a result of commitment, the execution of positive behavioral results primarily depends on the larger organizational environment and the interaction of workers with their line manager. Implications are explored for practice and suggestion for future study [5].

Suppiah, Visvalingam revealed about the goal of this study was to investigate the effect of organizational culture types in Malaysian organizations on tacit information sharing behavior. Survey data from seven organizations was obtained from 364 participants. To test the study model, multiple regressions were used [6]. The research results suggest that types of organizational culture influence the conduct of tacit information sharing and that, based on the type of culture; such effects can be correct or incorrect. Only seven organizations were investigated by the report. For a study of this type, a larger sample may be required. Apart from this, the participants did not clearly grasp the unmoving rating scale, culminating in scoring mistakes for others. Information is considered and one only distinct commodity and to retain its market edge is vital for an enterprise [7].

CHARACTERISTICS OF ORGANIZATIONAL BEHAVIOR

Within an enterprise, the business setting is seen as shared attitudes, norms, practices and values that help to formulate the behavioural model of the workforce. Culture is defined by other scholars, such as Martins and Terblanche, as a deeply linked culture with the values, norms and beliefs generated by employees in an organization [8]. The organizational atmosphere is synonymous with employee values, rituals, stories, opinions, laws, procedures and regulations of the organization. Therefore, an enterprise environment is a deliberately organized structure in which discrepancies between people, teams and business interact depend on the company's culture that drives the worker's output.

Adeniji clarified that, if thoroughly explored, business culture often contributes to high results. In other words, enterprise culture is defined as how employees have thoughts about the company's climate. For the growth of an organization, it is important to make employee relations better, as employees have an important position in the company. With the rapid pace of the scenarios in this global business, businesses are expected to be very intelligent, competent, imaginative and inventive [9]. Business will succeed in a good working atmosphere and business environment if their workers are relaxed to make strong efforts to display healthy habits.

Productivity is a contingent OB variable that includes both efficiency and efficiency relationships. Performance is connected to the effort or energy needed to accomplish a goal and goals with minimal input to maximum output [10]. When assessing the effectiveness of people, communities, teams or organisations, productivity and performance are interrelated. Productivity is more relevant and is necessary for the survival of a company. Menze describes efficiency as the experience, expertise and capacity of the employee to produce products and services standards as the international requirements for the anticipated consumer level of standards established by the businesses, or more than the standards.

In economic terms, the real production per unit of labor is productivity. Labor productivity is vital for the company's wealth and the welfare of the employees and their families. The productivity of workers plays an important role in the success of every organization. The productivity of workers has generally decreased due to rising technical complexity. Counterproductive habits are defined on the basis of various arguments in the literature, including fraud, misuse of data, misuse of resources and waste of time, absenteeism, low-standard work, incorrect physical activity, lateness at work, and rude peer activities. Counterproductive activities contribute to higher organizational costs and low levels of engagement, loyalty and performance. In other words, it results in the late arrival of other firms to operate, absenteeism and staff turnover.

DISCUSSION

In the current study, data is normally distributed because of this Pearson correlation was implemented for the recollection of the relationship between the all variables whether variables are of dependent or independent type. In the present study dependent variable as labour productivity was assessed by the employee through self evaluation. For the purpose of cross checking the labour productivity was also assessed by the other staff of the workplace as supervisors and the higher level of officers. The positive correlation value indicates that there is a greater relationship between dependent and independent variables; while the negative correlation reflects a weak relationship between dependent variables and independent ones [11]. There is no statistically meaningful link between encouragement and efficiency of labor, and this was not unanticipated. The outcomes are really important to the literature as it sums up the value in terms of the motivation as well as labor productivity.

CONCLUSION

The main purpose of this research paper is to define the involvement of organizational actions in a private or public sector institution to improve productivity. From this research, the most illustrative and critical conclusions have been raised, which are contributions to the employee's motivation level at any point of the cycle. In short, the writers would argue that the long-term sustainability of every company depends mainly on motivating its employees by tangible or intangible means. For this purpose, the firm may perform employee surveys to know what they expect from their current work. By knowing what their employees want and attempting to meet their desires, the outcomes of these studies could prove to a large degree beneficial for the client, fostering mutual working relationships for the employees and their supervisors alike.

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