

bngy

by Wasz Opljm

Submission date: 06-May-2020 05:56PM (UTC+0300)

Submission ID: 1317553088

File name: Summative_Essay.edited.docx (35.15K)

Word count: 2401

Character count: 13646

Theories of Organizational Behavior: AppsCore Solutions

Keisha Buchanan

Sorrell College of Business, ¹Troy University

MSM 6610: Theories of Organizational Behavior

^{Dr.} Richard S. Voss

April 26, 2020

Abstract

This paper reviews the theories of organizational behavior. Appscore solutions is used to determine the theories of the organization based on organizational context and theoretical dynamic. Under organization context, organization culture theory is discussed and motivation theory is elaborated under theoretical dynamic. Similarly, several pieces of literature are examined to identify previous researches done in organization culture theory and motivation theory. Moreover, the paper will also discuss the effect of theories of organizational behavior in Appscore solutions.

Keywords: motivation, organization performance, organization culture

Theories of Organizational Behavior: AppsCore Solutions

1

The organization that I was working with which is an emerging information technology firm is known as AppsCore Solutions. The company has not been in the market for long because it was founded six years ago. Through its strict development procedure with the focus of providing quality products to its customers, the company has gained tremendous growth. The firm deals with development of customized phone applications and websites, as well as providing solutions for digital marketing in other organizations and small firms. The company started with a focused mission and vision that drives them to achieve the set goals.

The success of the firm starts with the individuals employed. The human resources believe in getting the smartest people to work in the firm because they know that if they need to do extraordinary things, they need to get extraordinary people. Despite the company having extreme competition with other firms, they have managed to cope with the competition through innovations that they use in their systems. Employees are encouraged to contribute to innovations hence helping them to think outside the box. Similarly, the company provides free food and snacks for their employees; therefore, during this time, employees can interact with each other and share ideas and thoughts.

Moreover, the firm also introduces a new employee to the company warmly, and the manager comes with greetings. The manager has always believed in their teams and serves them as a family. Specifically, the warm environment for employees entails working with no disturbances and with minimal supervision. Besides, the firm has always provided training programs to the employees to be able to improve on work experiences and output, hence reducing the unexceptional results. The firm again develops programs that encourage the dissemination of valuable knowledge and skills within employees to foster innovations as it still

has its key in the development and progress of the company. The products developed are always ensured to pass the standards required.

Literature Review

Organization behavior is the study of how people and systems interact with each other. How people relate with each other in the organizations determine how successful the business will be and the relationship among employees. Moreover, the better the improvement of employees' relationship and behavior, the more the business will strengthen and help in the attainment of the goals and projections quickly. However, several pieces of research are reviewed on organizational behaviors such as organizational culture based on organizational context and motivation on the ground of theoretical dynamic.

Valmohammadi & Roshanzamir (2015) expounded on the ¹²relationship between organizational culture and performance and found that organizational culture affects organizational performance. Nonetheless, when an individual is employed in the organization, they do have their values, principles and beliefs that are practiced, however, while in the organization they have to adopt the organization's culture to enable them to realize what the organization requires and entails in their activities. Moreover, organizational culture has an excellent effect on the processes within the organization. For instance, organization culture can affect the performance of employees positively, which improves their productivity in return and hence enhancement in the general performance of the organization. On the other hand, the culture of the organization can also lead to poor performance when it does not motivate the employees. Galpin et al. (2015) introduced the concept of sustainability when creating organizational culture. The result of the research was that managers could use a multidisciplinary model that can be of high value in developing a sustainable culture in the organization.

Moreover, every manager is responsible for creating a culture that will inspire employees and make them put more effort towards the goals of an organization. As a result, a good culture developed by the managers will enable employee's retention because every individual would like to work where they do not have pressure and disturbances (Anitha, 2016). When new employees are engaged and become attached to the culture that motivates them, they will be able to work more efficiently and effectively. The norms and values that are consistent with individuals' values will help the organization gain a competitive advantage with its competitors.

In the research to determine the impact motivation theory has on organization performance, both intrinsic and extrinsic motivation theory was investigated (Kuvaas et al., 2017). Three studies were conducted in different industries to establish how both extrinsic and intrinsic motivation theories distress managed work performance, employee commitment, and exhaustion and income intents. The result from the several companies involved in the study was found that intrinsic motivation had a positive effect on employee performance and resulted in employees working efficiently towards achieving the goals of the companies without complaints. However, extrinsic motivation was accompanied with several challenges hence producing a negative result to ¹³ the performance of employees. Therefore, to ensure the ¹⁰ performance of the organization, it is essential to use intrinsic motivation which refers to the behavior that is driven by internal rewards and thus involves employees participating in activities such as sport because it is fun and hence they will not be doing it because to win. Additionally, they can use activities such as learning a new language to ensure employees learn a new thing but not because their job requires it. Similarly, Lăzăroiu (2015) studied the extent to which organizational culture shapes employee motivation in an organization and the impact of performance. When employees are happy and satisfied in their work, then they will be inspired to work and help the organization

achieve its goals. Moreover, inspired employees will always work towards making the organization be a better and more fulfilling place of work. People always work for a better life and when the organization provides areas such as training opportunities for employees, they will always work towards improving their performance.

Organizational Context

1 The situation at hand is about being welcomed warmly in the organization and provided with training programs as well as free foods and snacks to provide time for people interacting and sharing ideas. Many companies may take the situation as a waste of time, which is required for working; however, in Appscore solutions, the firm has managed and planned how the programs should be performed. For instance, while working in the firm, we were provided with forty-five minutes during lunch hour. The time was enough for helping the staff and other employees interact and share knowledge and relevant information they have. Similarly, the sharing of ideas among employees ensures they can be able to solve problems that they encounter while working.

The culture of the organization is developed as people become more positive and believe in the success of the company. The progress of the firm is fostered by the culture they have employed and installed in the employees, despite being an emerging company. The activities undertaken in the organization helps in building the behavior of individuals by following the customs and believes of the company (Alvesson & Sveningsson, 2015). For instance, the firm belief that for them to be competitive than other existing firms, they should focus on innovation and building products that are of quality and meets all the required standards. Additionally, they have to establish a good custom and encouragement to their employees and help them work together in achieving the goals of the organization.

Although the firm has worked hard to ensure employees appreciate working, they have instilled a notion that success of the company is the success of all people in the organization. Therefore, individuals always work as a family because when a person has a personal problem, a member of the firm join hands together and help one another. Moreover, employees are fostered to work with extreme competency without being followed by their managers. Groups are required to have control over them and know what is right for them.

Personality is essential in determining the behavior of the organization because several features of the firm are affected by how employees behave, think, and feel (Hogan, 2017). The personality that people have influences, other people, in the firm on how they make decisions as well as their attitudes. Although the personality of an individual makes them unique from others, they also influence their values, expectations, and perception about something. Appscore solution affects the personality of an individual by making them understand the differences in personality characteristics because individuals have to interact with another and share ideas and knowledge they have.

Theoretical Dynamic

The organization culture for Appscore solution improves the motivation of individuals in sharing of the relevant information required for supporting innovation. Therefore, employees are encouraged to work with competency and providing forces and factors that will help the firm to move forward. The firm has developed training programs to employees in helping to improve their skills and hence become inspired to work. Similarly, the creativity of employees is also fostered by the company to ensure they provide smart ideas that will improve the performance. The company is also building a culture to inspire workers to deliver their best through

developing solutions that will aid in the solving of the target customer problems (Yusof et al., 2017).

Moreover, the culture of the firm also encourages employees to be creative and develop novel ideas. Since the organization deals with information technology products such as mobile applications and websites, the company is working to more on their marketing strategies to ensure they capture the attention of their target customers by developing unique systems. The industry is faced with high competition, and therefore, developing unique products that solve customers' problems more efficiently and effectively will enable the company to emerge as the best. The company involves its employees in the innovation of the business and the products; the part ensures that they feel inspired by being required and their ideas appreciated by the organization (Griffin et al., 2020).

Motivation is fostered in three diverse ways.

1. First, employees should be made motivated by the job itself. Employees should enjoy while working the job, therefore developing the right culture will enable employees to love the job they do and enjoy working. For instance, minimal supervision in Appscore solutions inspires employees to work well and enjoy working (Griffin et al., 2020). The culture of the organization enables the company to employ an individual who is smart hence making them understand the purpose they have for the job and standards required.
2. Secondly, it is working because of potential, where individual employees work because they want to be promoted to higher levels or given some benefits.
3. Personality influences the attitude of individuals in decision making; therefore, the decision-making dynamic will be improved based on how individuals interact in the company.

According to Lăzăroiu (2015), personality involves the unique features that a person has and it influences their social interactions with other individuals, hence the company provides certain elements in their personality of individuals which require them to interact with one another to be able to help them gather necessary knowledge and information before making decisions. Through the process of interaction, employees can make informed decisions.

Discussions

Organizational culture is the beliefs, values and assumptions that control how certain activities are done in the organization. The primary purpose of every organization is to ensure customer satisfaction; thus, organization culture has an impact on the interaction between employees and customers and stakeholders (Driskill, 2018). Furthermore, organization identification is also influenced by culture. Appscore solutions have developed their culture extremely and it has worked for them. Through the culture employed by the firm, employees get motivated by the culture because they are supported through training to enhance their expertise while accomplishing organizational goals. Employee motivation determines their performance, for that reason, when a new employee enters the organization, the first impression will mean a lot to them. The manager always introduces new employee's in the organization with a warm greeting and introduces them to the group.

The success of Appscore solution is achieved through the excellent personality that employees have. The strategies employed in the firm require all people to work towards a common goal and thus working as a family. There is no success of one individual; the achievement is for all people. The organization always focuses on the personality of an individual to accomplish the goals of the organization. The interaction between the personality of an individual and decision making is significant. Personality affects the decision making of an

individual and thus, through interaction with other people, individuals can develop their personality and focus on the best ways of making informed decisions.

References

- 3 Alvesson, M., & Sveningsson, S. (2015). *Changing organizational culture: Cultural change work in progress*. Routledge.
- Anitha, J. (2016). Role of Organisational Culture and Employee Commitment in Employee Retention. *ASBM Journal of Management*, 9(1).
- 9 Driskill, G. W. (2018). *Organizational culture in action: A cultural analysis workbook*. Routledge.
- 6 Galpin, T., Whittington, J. L., & Bell, G. (2015). Is your sustainability strategy sustainable? Creating a culture of sustainability. *Corporate Governance*.
- 8 Griffin, R. W., Phillips, J. M., & Gully, S. M. (2020). *Organizational behavior: Managing people and organizations* (13th ed.). Cengage.
- 11 Hogan, R. (2017). *Personality and the fate of organizations*. Psychology Press. 4
- Kuvaas, B., Buch, R., Weibel, A., Dysvik, A., & Nerstad, C. G. (2017). Do intrinsic and extrinsic motivation relate differently to employee outcomes?. *Journal of Economic Psychology*, 61, 244-258.
- 7 Lăzăroiu, G. (2015). Work motivation and organizational behavior. *Contemporary Readings in Law and Social Justice*, 7(2), 66-75.
- 5 Valmohammadi, C., & Roshanzamir, S. (2015). The guidelines of improvement: Relations among organizational culture, TQM and performance. *International Journal of Production Economics*, 164, 167-178.

Yusof, H. S. M., Munap, R., Badrillah, M. I. M., Ab Hamid, N. R., & Khir, R. M. (2017). The relationship between organizational culture and employee motivation as moderated by work attitude. *JABS*, 3(1), 21-25.

ORIGINALITY REPORT

70%

SIMILARITY INDEX

8%

INTERNET SOURCES

5%

PUBLICATIONS

70%

STUDENT PAPERS

PRIMARY SOURCES

1

Submitted to Troy University

Student Paper

60%

2

Submitted to Trident University International

Student Paper

2%

3

iajournals.org

Internet Source

1%

4

István Tóth-Király, Alexandre J.S. Morin, Beáta Bőthe, Adrien Rigó, Gábor Orosz. "Toward an Improved Understanding of Work Motivation Profiles", Applied Psychology, 2020

Publication

1%

5

www.advancedcustomwriting.com

Internet Source

1%

6

dergipark.org.tr

Internet Source

1%

7

scholarworks.waldenu.edu

Internet Source

1%

8

Submitted to Daytona Beach Community College

1%

9	myassignmenthelp.com Internet Source	1%
10	Submitted to Columbus State Community College Student Paper	1%
11	Submitted to Mancosa Student Paper	<1%
12	Submitted to University of Wales Institute, Cardiff Student Paper	<1%
13	Submitted to RDI Distance Learning Student Paper	<1%

Exclude quotes Off
Exclude bibliography Off

Exclude matches Off