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by B J

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Organizational Behavior

If I were an organizational consultant tasked with evaluating the strengths and weaknesses of the organization, I would first focus on the area of psychology, which examines the mind and how people make decisions at a personal level. Understanding psychology is crucial because before a person can work in groups, with systems, and with people from different cultures, it is vital first to comprehend how they reason and make decisions.

A company CEO must understand his employees, their behavior, and their differences. As suggested, sociology examines how systems within a business work, but anthropology is concerned with different cultural elements in an organization. People run the systems. Understanding humans are the basic foundation of interactions helps CEOs improve and adjust the systems to enhance deeper and more thoughtful interactions. In addition to that, these fundamental interactions among people in an organization are the foundations for any organization.

Also, psychology is the foundation of individual well-being, and understanding these foundations helps a company adapt to its affairs. For instance, when a company CEO understands psychology, they can improve the organizational culture and systems to improve business operations. Psychology helps understand what makes employees happy and, when used correctly, can motivate them, leading to improved productivity and performance at the individual level or in groups. Besides, psychology is at the core of business operations. For instance, before people can work in teams or use systems, it is crucial to comprehend the individual behavior of the employees to match them with teams and tasks that best suits their strengths and weaknesses.

As a consultant, I understand that every entity is unique, but this uniqueness is due to the people and not processes. Any strategy change or improvement affects people, and that is where

psychology is significant. Understanding these interactions helps improve processes, systems, culture, and interactions by first understanding why people are unique.

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