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Submission date: 22-Jan-2021 06:04AM (UTC-0500)

Submission ID: 1492106433

File name: organizational_theory_and_behavior_2pgs.edited.docx (17.43K)

Word count: 726

Character count: 4104

Organizational Theory and Behavior

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Organizational Theory and Behavior

Organizational behavior is studying how employees behave and execute their roles. Assessing them is necessary to determine the factors to motivate them, increase productivity and build a trusting relationship among themselves and the management. Therefore, examining the organization's behavior determines whether the set objectives would be met. A weak company has been acquired by a stronger one from the scenario, and the goal is to ensure a smooth transition. The new company has to reduce manufacturing and employees' costs and integrate parent company's employees into the new division. The literature describes the decision-making actions that would be taken concerning employee relationships as well as integration at the same time technological changes together with globalization and employee talent retention.

One of the decisions involves the employees' relationships and integration. The organizational behavior perspective insists that smooth operations are attained when the workers relate well and are integrated into the company (Chernyak-Hai & Rabenu, 2018). It would be done by developing a reliable workplace culture. Employees have to get comfortable with what they do to perform well. I would ensure this by deciding with them on the values to be implemented in the company and increase transparency. I would also involve the team members, especially in decisions making. It would make them feel valued, increase teamwork and ensure the decisions made are appropriate. The other action is insisting on communication so that everyone understands the happenings. Effective communication would allow them to express worries, address misunderstandings and work as a team.

The other action needed for the company to run smoothly is managing technology changes. Advancements are a must in businesses today but have to be administered properly to attain the desired outcomes (Griffin et al., 2020). Identifying the loopholes would be the first step in this case, where areas that require upgrading are identified. Determination of the

right technologies to fill the gaps would be the other step. I would involve the workers during the selection and implementation processes because their reaction towards the activities determines the outcomes. Here, I would ensure they see the need for technological changes and understand the consequences to prevent job insecurity issues. Afterward, they are trained, and the pilot operations start. In this case, one critical consideration is differentiating expectations and reality by developing a plan and working towards it.

With the stiff competition in the market, globalization is the other decision-making action to be considered. Employees determine the organization's success, so involving them throughout is important (Griffin et al., 2020). Here, I would cooperate with them to develop a strategy that aligns with the company's vision, mission, and objectives. Most organizations begin with tactics other than strategy, which leads to failure due to the limited international experience. Letting the workers know the company's direction in going global makes them focused and supportive. Secondly, I would ensure both the management and the workers understand the culture as it plays a huge role in globalization. The more they understand the culture, the clearer the direction, so the daily actions align with the future. Finally, we would determine our competitive edge to develop ways to attain local competitive benefit to empower the entry into the global market.

The last needed decision is on how to retain the employees' talents. In doing this, I will ensure that the workers hired match the positions. Retaining begins by hiring the right people who understand what is expected from them and are willing to grow and develop. I would also retain talents by introducing educational programs that guide them on career developments. It makes them focused and gain a sense of direction, motivating them to reach higher heights. More so, I would provide the right benefits, in that the ideas implemented to align with their wishes. It helps retain talents as the workers develop the company's attitude about their welfare (Chernyak-Hai & Rabenu, 2018). Finally, transparency and openness

shall be ensured in that workers understand why certain actions or changes are implemented and their benefits.

References

- Chernyak-Hai, L., & Rabenu, E. (2018). The new era workplace relationships: Is social exchange theory still relevant?. *Industrial and Organizational Psychology*, 11(3), 456-481.
- Griffin, R. W., Phillips, J. M., Gully, S. M., Creed, A., Gribble, L., & Watson, M. (2020). *Organizational Behaviour: Engaging People and Organisations*. Cengage AU.

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