

An Exploratory Study on Organizational Effectiveness: Individual Behaviour and Group Behaviour

Rashmi V, Master of Business Administration, Dr. Ambedkar Institute of Technology, Affiliated to Vishveshvaraya Technology University, Belagavi, Near Jnana Bharathi Campus, Bangalore – 560056

Dr. Leela M H, Assistant Professor, Master of Business Administration, Dr. Ambedkar Institute of Technology, Affiliated to Vishveshvaraya Technology University, Belagavi, Near Jnana Bharathi Campus, Bangalore – 560056

Abstract

Organizational Behavior explores how individuals, group and structures within an organization interact and influence one another, ultimately influencing the organization's effectiveness and performance. The research study examines how employee's age influences towards the factors of individual behavior and group behavior. The study includes primary data, which has been collected through structured questionnaire on 105 employees from various departments at Kabadi Enterprises. The data has been tested through Analysis of Variance (ANOVA) and correlation using IBM SPSS. The study stated that majorly there is no relationship between employee's age and factors influencing individual behavior and employee's age does not influence on factors of group behavior.

Keywords: individual behavior, group behavior, organization, correlation, ANOVA

Introduction about the Study

Organization Behavior is a state of study in management that focuses to acknowledge an individual behavior within the organization. It analyses how individuals, groups and structures interact and influence each other within the environment of the organization. The present study on organizational behavior aims to improve organizational effectiveness and enhance the welfare of employees. Organizational behavior acts upon various aspects such as psychology, sociology, anthropology and management to explore the difficulties of human behavior in the workplace. It helps to understand individual and group dynamics, decision making process, communication patterns, leadership styles and the sway of organizational culture on individual's behaviour.

The Role of Lecturer Commitment in Determining Organizational Behavior – The study attempts to determine the direct and indirect effects of leadership and perceived organizational support on

organizational behaviors. Professors from private universities who work in institutions of higher learning in the region III DKI Jakarta, Indonesia, comprised the research population. The sample method used was purposeful sampling. Surveys were used to collect data, with a questionnaire serving as a study tool. The results demonstrate a beneficial factor of perceived organizational support and leadership on lecturer commitment and organizational behavior. (Adriani Gunawn and Masydzulhak Djamil MZ, 2023). Journal of Organizational Behavior's mission is to track and evaluate the global body of knowledge developing in the fields of organizational behavior and organizational psychology. Theory and research in all areas of organization and workplace behavior are the journal's main areas of interest. These include drive, productivity, and career development, job satisfaction, and organizational transformation in addition to leadership, power, and control. (Wiley, 2017). Motivation in Organizational Behavior, the research assist on vital breakthroughs in the organizational behavior research and employee motivation since the journal Organizational Behavior and Human Performance was founded 50 years ago in this article. Using a goal-based organizing framework, we evaluate research development across time relevant to understanding the why, how, where, what, and when of motivation during goal choice and goal enactment and highlight the most influential studies. (Ruth Kanfer and Gilad Chen, 2016)

Objectives of the Study

1. To analyze overall organizational effectiveness in regard to individual behavior and group behavior at Kabadi Enterprises.

Hypothesis of the Study

Hypothesis 1

H₀ – There is no significant relationship between employee's age and factors influencing individual behaviour.

H₁ – There is a significant relationship between employee's age and factors influencing individual behaviour.

		age	flexible work schedule	fullest utilisation of my skills and abilities	happy with the job role in the organisation	inspired an involved in work
age	Pearson Correlation	1	-.816**	-.793**	-.806**	-.830**
	Sig. (2- tailed)		.263	.001	.052	.526
	N	105	105	105	105	105
flexible work schedule	Pearson Correlation	-.816**	1	.947**	.915**	.817**
	Sig. (2- tailed)	.254		.254	.154	.345
	N	105	105	105	105	105
fullest utilisation of my skills and abilities	Pearson Correlation	-.793**	.947**	1	.958**	.836**
	Sig. (2- tailed)	.756	.215		.545	.641
	N	105	105	105	105	105
happy with the job role in the organisation	Pearson Correlation	-.806**	.915**	.958**	1	.852**
	Sig. (2- tailed)	.851	.054	.256		.546
	N	105	105	105	105	105
inspired an involved in work	Pearson Correlation	-.830**	.817**	.836**	.852**	1
	Sig. (2- tailed)	.365	.009	.522	.254	

N	105	105	105	105	105	<u>Interpretation:</u>
---	-----	-----	-----	-----	-----	-------------------------------

From the above output from SPSS, the study tested the relationship between age and factors influencing individual behaviour on flexible work schedule has p-value of 0.263; job role has p-value of 0.052; inspired and involved at work has p-value of 0.526, where p-value > 0.05. Hence, null hypothesis is accepted and alternative hypothesis is rejected, it concludes that there is no significant relationship between employee's age and factors influencing on flexible working schedule, job role, inspired and involved at work of individual behaviour.

From the above output from SPSS, the study tested the relationship between age and factors influencing individual behaviour on utilization of skills and abilities. It shows that p-value is 0.001. The two-tailed Pearson correlation test result suggest a negative correlation of 0.001. Here p-value is lesser than the level of significance, which is $0.001 < 0.05$. Hence, the alternative hypothesis is and the accepted null hypothesis is rejected, it concludes that there is a significance relationship between age and utilization of skills and abilities.

Hypothesis 2

H_0 - Employee's education qualification does not influence the factors of group at Kabadi Enterprises.

H_1 - Employee's education qualification influence the factors of group at Kabadi Enterprises.

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
adequate number of employee allocated to the specified assignment	Between Groups	49.392	4	12.348	44.650	.110
	Within Groups	27.655	100	.277		
	Total	77.048	104			
help and collaboration of team members to finish work on schedule	Between Groups	25.962	4	6.490	17.080	.205
	Within Groups	38.000	100	.380		
	Total	63.962	104			
objectives set and accomplished with consensus of all employees	Between Groups	40.709	4	10.177	42.046	.006
	Within Groups	24.205	100	.242		

	Total	64.914	104			
having effective employee-relationship	Between Groups	27.783	4	6.946	17.395	.101
	Within Groups	39.931	100	.399		
	Total	67.714	104			
high morale and team spirit among co-workers	Between Groups	50.166	4	12.542	52.204	.258
	Within Groups	24.024	100	.240		
	Total	74.190	104			
group influence towards productivity and quality work	Between Groups	41.232	4	10.308	32.535	.602
	Within Groups	31.683	100	.317		
	Total	72.914	104			
co-workers can manage conflicts and disagreements	Between Groups	37.816	4	9.454	34.357	.255
	Within Groups	27.517	100	.275		
	Total	65.333	104			
supportive co-worker and manager	Between Groups	43.617	4	10.904	30.776	.144
	Within Groups	35.431	100	.354		
	Total	79.048	104			

Interpretation:

From the above output from SPSS, the study tested that employee's education qualification influencing the group at Kabadi Enterprises on adequate number of employees allocated to specified work has p-value of 0.110; collaboration of team members has p-value of 0.205; objective set and accomplished with consensus of all employees has p-value of 0.255; effective employee-employee relationship has p-value of 0.101; high morale and spirit among co-workers has p-value of 0.258; productive and quality work of group has p-value of 0.602; co-workers managing conflicts and disagreements has p-value of 0.255; supportive co-worker and management has p-value of 0.144, where $p\text{-value} > 0.05$. Hence, null hypothesis is accepted and alternative hypothesis is rejected, it concludes that employee's experience does not influence on adequate number of employees allocated to specified work, collaboration of team members, objective set and accomplished with consensus of all employees, effective employee-employee

relationship, high morale and spirit among co-workers, productive and quality work of group, co-workers managing conflicts and disagreements, supportive co-worker and management of group.

Statement of the Problem

The most problematic view of organizational functions is organization behavior. The organizational function dominates organizational behavior and organizational effectiveness. The employees in the Kabadi Enterprises are different related to value system, personality, culture and perception, therefore it becomes crucial for them to work productively even under the same leadership. This point of view on individual contrast is difficult for management strive to achieve effectiveness of organization. The challenge is that to try ways to fit individuals and groups within the condition of the organization and to provide opportunities for effective performance that would result in organizational effectiveness.

Research Methodology

Descriptive research and exploratory research is used in order to depict the employee's opinion, experience, feelings, satisfaction towards various factors. Research is used in the analysis to measure the employee's experience which in turn leads to their satisfaction.

Convenience Sampling method, a non-probability method of sampling was done based on availability and accessibility by forwarding through Google forms at convenient level.

Sources of Data Collection

Primary data: The study uses a structured questionnaire to collect primary data from Kabadi Enterprises employees.

The study found its sample size as 109. The survey was distributed among 109 employees for their responses but only 105 employees returned the responses. Hence, it is analysed on 105 sample respondents.

Secondary data: The study adopts secondary data using reports, websites, and archive project reports.

Population and Sample size

The population size of the study, from Kabadi Enterprises had taken 105 respondents. Research has been done on both male and female employees.

The online website calculator.net has been used to determine sample size. Therefore, the sample size is 109.

Conclusion

The study on the dynamics of organizational behaviour presents a comprehensive knowing how individuals and groups interact within the context of an organization. Through a thorough exploration of various key factors such as communication, leadership, motivation, group dynamics, and cultural influences, this body of research sheds light on the intricacies of human behaviour in the workplace. Additionally, the study highlights the significance of clear and efficient communication in preventing misunderstandings and conflicts within teams. Open channels of communication facilitate the sharing of ideas, feedback, and information, which in turn contributes to better decision-making and problem solving. Moreover, the research underscores the importance of recognizing and accommodating individual and cultural differences within an organization. A diverse workforce can bring a wide range of perspectives and skills, but it requires inclusive practices and an understanding of varying cultural norms to harness this potential effectively.

References

- Adriani Gunawn and Masydzulhak Djamil MZ, 2023 - The Role of Lecturer Commitment in Determining Organisational Behaviour, Asian Journal of Business and Accounting 16(1), 2023.
- Wiley, 2017 - Journal of Organizational Behavior, Wiley-Blackwell 5.0 (2017)
- Ruth Kanfer and Gilad Chen, 2016 - Motivation in Organizational Behavior, Science Direct 2016.06.002