

ORGANIZATIONAL BEHAVIOUR: A SURVEY OF TEAMS, MANAGERS, AND WORKERS

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ABSTRACT

There has been a significant change in the way organizations are structured and run during the last few decades. Technological advancements and talent variety have made a modern workplace with connected skill sets and workflows possible. The dynamics that affect team results must therefore be understood by organizations in order for them to succeed in the modern business world. This study of 100 managers from the same organization reveals that while female managers are more prone to groupthink than male managers, they also have better communication abilities. Additionally, 200 employees from this company were surveyed, and the findings revealed that female employees contribute more to the success of the team than male employees do. Researchers, managers, and human resources professionals should consider these implications.

Keywords: Employees Limitations, Survey of teams, Pragmatic Implications and Recommendations

I. INTRODUCTION

Teams play a crucial role in organizational behavior, as they are the primary units of work and collaboration within an organization. In this introduction to teams in organizational behavior, we will explore the definition of teams, their importance, and the key factors that influence their effectiveness. Teams can be defined as groups of individuals who come together to achieve a common goal or complete a specific task within an organization. Unlike individual work, teams leverage the diverse skills, knowledge, and perspectives of their members to generate innovative ideas, make collective decisions, and execute complex projects. The importance of teams in organizational behavior stems from their ability to enhance productivity, creativity, and problem-solving capabilities. When individuals work together in teams, they can combine their unique strengths and compensate for each other's weaknesses, leading to better overall performance. Additionally, teams foster a sense of shared responsibility and accountability, promoting higher levels of motivation and commitment among their members.

Effective teams possess certain characteristics and operate within a supportive organizational environment. Some key factors that influence team effectiveness include:

1. **Clear Goals and Roles:** Successful teams have a clear understanding of their objectives and the roles each member plays in achieving them. Well-defined goals help align team efforts and provide a sense of direction.
2. **Trust and Communication:** Trust is the foundation of effective teamwork. Members must trust and respect each other's abilities, opinions, and contributions. Open and transparent communication is crucial for sharing information, resolving conflicts, and fostering collaboration.
3. **Diversity and Complementary Skills:** Diverse teams that bring together individuals with different backgrounds, expertise, and perspectives tend to be more innovative and creative. Complementary skills among team members ensure that different aspects of a task or project are effectively addressed.
4. **Leadership and Support:** Strong leadership plays a vital role in guiding and motivating team members. Leaders should facilitate open communication, encourage participation, and provide support when needed. They should also ensure that team members have the necessary resources and autonomy to carry out their work effectively.
5. **Effective Decision-making:** Teams need to have effective decision-making processes in place. This involves gathering relevant information, considering different viewpoints, and reaching a consensus or making well-informed decisions through a collaborative approach.
6. **Conflict Resolution:** Conflicts are inevitable in teams, but they can be managed constructively. Effective teams develop strategies for resolving conflicts in a healthy and respectful manner, ensuring that differences of opinion do not hinder progress.
7. **Recognition and Rewards:** Recognizing and rewarding team achievements fosters a positive team culture and boosts motivation. Celebrating milestones and acknowledging individual contributions help build a sense of camaraderie and encourage future success.

II. PRAGMATIC IMPLICATIONS AND RECOMMENDATIONS

Pragmatic implications in organizational behavior refer to the practical applications and recommendations that can be derived from the theories and concepts in the field. These implications are aimed at improving organizational effectiveness, productivity, and overall performance. Here are some pragmatic implications and recommendations for organizational behavior:

1. **Emphasize employee engagement:** Organizations should focus on creating a work environment that promotes employee engagement. Engaged employees are more committed, motivated, and productive. Managers should provide opportunities for skill development, recognition, and involvement in decision-making processes.
2. **Foster a positive organizational culture:** Organizations should strive to develop a positive and inclusive culture that promotes teamwork, trust, and open communication. Encouraging collaboration, celebrating achievements, and creating a supportive work environment can contribute to higher employee satisfaction and retention.
3. **Encourage effective leadership:** Effective leadership plays a crucial role in shaping organizational behavior. Leaders should exhibit transformational leadership qualities, such as inspiring and motivating employees, providing clear direction, and fostering innovation. Leadership development programs and training can help managers enhance their leadership skills.
4. **Implement performance management systems:** Organizations should establish performance management systems that provide regular feedback, set clear performance expectations, and link individual goals to overall organizational objectives. This helps employees understand their roles and performance expectations, and it enables managers to provide constructive feedback and support for improvement.
5. **Promote diversity and inclusion:** Diversity and inclusion are essential for fostering innovation and creativity within organizations. Encourage diversity in hiring practices and create an inclusive work environment that values and respects individuals from different backgrounds, cultures, and perspectives.
6. **Enable work-life balance:** Organizations should recognize the importance of work-life balance and provide flexible work arrangements when feasible. This can include options for remote work, flexible scheduling, and supportive policies that allow employees to manage their personal and professional responsibilities effectively.
7. **Invest in employee training and development:** Organizations should invest in continuous learning and development opportunities for employees. This can include training programs, workshops, mentoring, and coaching. Developing employees' skills and competencies not only enhances their performance but also contributes to their job satisfaction and engagement.
8. **Encourage effective communication:** Effective communication is crucial for organizational success. Encourage open and transparent communication channels, both vertically and horizontally, within

the organization. This can be achieved through regular team meetings, feedback sessions, and the use of technology tools that facilitate communication and collaboration.

9. Foster a culture of innovation: Organizations should create an environment that encourages and rewards innovation. Foster a culture where employees feel comfortable taking calculated risks, sharing new ideas, and challenging the status quo. Establish mechanisms to capture and implement innovative ideas from employees at all levels.
10. Monitor and manage organizational change: Change is inevitable in organizations, and effective change management is essential for minimizing resistance and ensuring successful implementation. Communicate the need for change clearly, involve employees in the process, provide adequate support and resources, and address concerns and resistance proactively.

These pragmatic implications and recommendations in organizational behavior can help organizations create a positive work environment, enhance employee engagement and productivity, and drive overall organizational success

III. STUDY METHODOLOGY

A total of 100 managers working for the same organization located in the San Francisco, Bay Area filled out a short survey relating to teams. Also, a total of 200 employees working for the same organization filled out a survey relating to teams. This strategy allows for a more comprehensive study that illuminates the perspectives of both managers and employees. As a part of the survey, each participant also answered questions relating to the demographic. Table 1 (Managers) and Table 2 (Employees) represent the demographic nature of the population.

TABLE 1

MANAGER'S DEMOGRAPHIC

Gender	Management Respondents	Age Group 30 and above	>five yrs of team management experience	Bachelor's Degree
Male	50	46	48	43
Female	50	50	42	39
Total	100	96	90	82

TABLE 2
MANAGER'S DEMOGRAPHIC

Gender	Management Respondents	Age Group 30 and above	>five yrs of team management experience	Bachelor's Degree
Male	100	75	63	67
Female	100	62	54	59
Total	200	137	117	126

IV.LIMITATIONS

This study has some drawbacks, one of which is the small number of replies received from each group. To strengthen and corroborate the findings, this survey can be used in conjunction with other, more thorough tools. Future studies can replicate the findings and compare them to other organizations with a larger sample size. To understand more about collaboration, perhaps different populations (higher and lower management levels) and people working in diverse businesses can be investigated individually. Researching how male and female supervisors affect team outcomes may also be helpful. Further insight into gender inequalities in organizations can be gained by examining the incidence of groupthink among male and female employees. Last but not least, future researchers ought to think about translating the survey instrument.

V.CONCLUSION

Ideally, it's critical to comprehend how and why collaboration influences individuals' success at work. Because collaboration is a proxy for coherence and synergy, it is practically crucial for managers to understand whether it has an impact on performance. The study discussed in this article makes it abundantly evident that teamwork has an impact on people's careers and interactions at work, and as a result, it merits further scientific investigation.

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