



# Factors shaping organizational behavior

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# Outlining

- I'd like to start by telling about the human role in organizations.
- Next, I want to focus on the roles of leaders and followers.
- Then I will try to uncover method of situational approach.
- After, I will examine advantages and disadvantages this approach, and possible spheres of application.
- Finally I will summarize my presentation by giving recommendations.

# At first is a man

What is the most important in organizations?  
Of course, people. They are a resource common to all organizations.

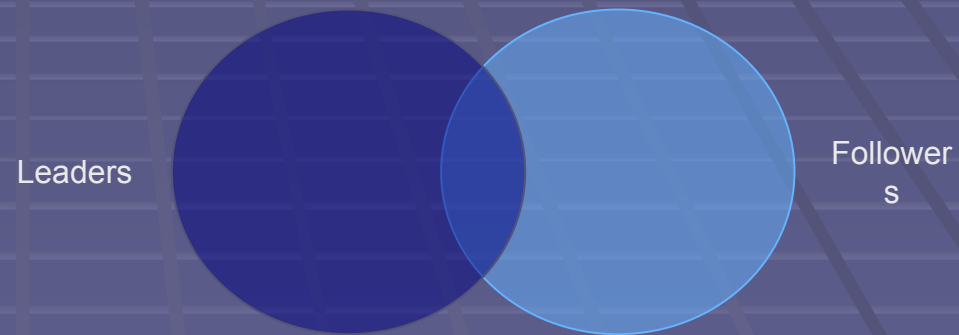
And each person has individual qualities and character.

And, than to be effective, managers must view each employee or member as a unique embodiment of all these behavioral factors.

# Leader or not leader...

The relationships among individuals and groups create expectations for the behavior. And these expectations result in certain roles that must be performed.

Some people perform the role of leaders, while other play the role of followers.



In the middle – middle managers.

Idea of the contingency approach is that there is no one best way to manage.

To help identify the important managerial factors in organizational behavior (human behavior in any situation involves the interaction of our personal characteristics and the characteristics of the situation), managers use the contingency (or situational) approach.

# Advantages and disadvantages contingency approach

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- Method is universal for all situations
- Contingency approach simplifies the decision-making process

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- Congestion management low-level management;
- Lack of strategy management policy;
- The dominant role of the subjective factor.

# Possible spheres of application

- Marketing
- Logistic
- Corporate Management
- Social spheres: pedagogy, sociology, demography
- Journalism
- International relations

# Recommendations

In my opinion, some managers in organizations often don't use contingency approach.

In the sphere of economic planning in public organizations, managers should use contingency approach for equipment purchases.

And in lending, many managers do not adapt to the changing global processes.



# Conclusion

Well, thank you for your attention. I've told you about factors shaping organizational behavior. I hope, you remembered my presentation.

Now if you have any questions, you can ask me them.