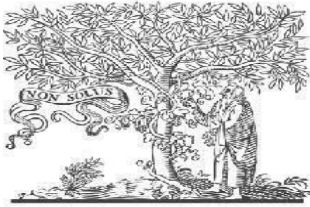




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IJIEMR Transactions, online available on 25th Jan 2022.

Link : <https://ijiemr.org/downloads/Volume-11/Issue-01>

DOI: 10.48047/IJIEMR/V11/I01/25

Title: The Impact of Organizational Goals on Organization Behavior

volume 11, Issue 01, Pages: 145-149

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The Impact of Organizational Goals on Organization Behavior

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Abstract

Organizational behavior plays an important role in completing the organizational goal of the organization. The attitude and performance of the employees play an important role in completing the goal set up by the organization. Organizational behavior impacts the attitude and performance of the employees as well as the organization. Organizational behavior is affected by various factors such as policies, organizational culture as well as organizational structure. Organizational goals help the organization to achieve its financial objectives. Organization progress of the company is measured through the organizational goals that determine the task that helps in improving the organizational goals of the organization. In this article, we will discuss the impact of organizational goals on organizational behavior.

Key words: organizational behavior, organization goals, employees performance, financial goal and organizational culture.

Introduction

Organizational goals are considered as the strategic objectives established by the organizational management to get the desired output and enhance the employees effort. Establishing organizational goals provides various advantages to the organization. The organization goals allow the employees to think in the right direction and define the performance standards. Organizational behavior allowed to justify the company's activities and provide constraints for pursuing unnecessary goals as behavioral incentives. Strategic plan set by the organization helps the organization to fulfill their goal (Kumae, 2022). Organizational goals help to analyze the purpose of the organization whereas organizational behavior allows to complete those purposes in an effective manner. Organizational goals help to engage the employees in the work and determine the course of action that help to achieve the business goal.

Organizational behavior allows the employees and the management team to effectively utilize the resources as well as measuring the performance of the individual for completing the organizational goals. Organizational behavior determines the characteristics and behavior of the employee's working in the organization (Gagne, 2018). All the processes that are involved in the organization are considered as part of organizational behavior. Organizational behavior enhances the motivation of the employees for working in the organization as well as completing the organizational goals of the company. The goal of the organization can not be completed with understanding the organizational behavior of the organization. The operating function of the organization can be understood through the organizational behavior. The individuals who are working in the organization have a major impact on the growth of the

organization. People, structure, technology and environment are considered as the key elements of organizational behavior. All the internal and social systems of the organization are made up of the people (Kumar, 2022).

All the formal relationships of people in the organization are defined through the structure (Berberoglu, 2018). Structure of the organization defines the different types of jobs performed by the employees working in the organization. Technology is considered as an important factor to determine the organizational behavior of the organization. The introduction of organizational behavior starts with the environment. Environment considered the organizational behavior done on the employees to complete the goal of the organization. Organization structure, power and politics and internal communication (Kumar, 2021). The aim of the study is to understand the impact of organizational goal on the organizational behavior of the organization. Organizational behavior enables us to have a better knowledge of employees' attitudes and performance as well as the organization's overall performance (Roland et al., 2021). People's ideas, feelings, emotions, and actions in the workplace are all considered in organizational behavior. Organizational behavior helps to understand the challenges faced by the individual. People, individually or collectively, work on their own or in partnership with technology to accomplish the organization's goals. There are three basic approaches to analyzing this context in organizational behavior (Kumar, 2022). The presence and eventual absence of an individual have an impact on the organization. A typical organization exists

before a certain person joins it and continues to exist after he leaves.

Materials and methods

In order to compile the increasingly dispersed research on the topic into a single complete graphic various deviant workplace behaviors are placed in a single framework. Theft, sabotage, lateness, or putting minimal effort into work are all examples of "organizational deviance." Interpersonal deviance" is a type of behavior that occurs between coworkers and includes things like insulting others, playing practical jokes on others, acting rudely, fighting, and physical aggressiveness. Organizational-interpersonal dimension is the first dimension in Robinson's typology (Kakti et al., 2021). The severity of workplace deviance is depicted in the second dimension of Robinson and Bennett's typology, which ranges from mild to significant.

Their findings led to the creation of a two-dimensional chart that divides deviant workplace behavior into four quadrants: production deviance, property deviance, and political deviance. According to Robinson and Bennett, an organization's ethical climate is a strong predictor of unethical behavior. An organization's ethical climate refers to its employees' common beliefs of what constitutes ethical behavior and how ethical challenges should be addressed (Kakti et al., 2021). Peterson. Personal self-interest, company profit, operating efficiency, team interests, friendships, social duty, personal morality, and regulations, laws, and professional codes are all aspects that affect an organization's ethical atmosphere.

Result and Discussion

Correlation studies have been conducted between different types of deviance and various organizational cultures. Employees are less likely to participate in politically

deviant behavior when the organizational climate generates a perception among them that the organization cares about their well-being (Nayak et al.,2022) . Peterson. Another link between property transgression and rule-and-professionalism climates was discovered.Property deviation is least likely in firms that maintain strict adherence to company regulations. Instrumental climates inside companies were the most highly associated predictors of production deviance

(upper left quadrant (Almahirah et al., 2021). Individuals who preserve their own self-interests are more willing to tolerate similar behavior in organizations (Dachmardeh & Nastiezaie, 2018). Personal

hostility (bottom right quadrant) was not connected with any organizational atmosphere and is thus most strongly tied to the personality of the deviant behavior perpetrator Appelbaum.

	Autocratic	Custodial	Supportive	Collegial
Basis of Model	Dependence on boss	Dependence on organisation	Participation	Self-discipline
Employee orientation	Obedience	Security and benefits	Job performance	Responsible behaviour
Employee needs met	Subsistence	Security	Awakened drives	Selfactualisation
Perofdrmnace result	Minimum	Passive cooperation	Status and recognition	Selfactualisation

Table 1: Model of Organizational Behaviour

(Source:Yao, Qiu & Wei, 2019))

It's also crucial to look at the workplace behavior spectrum and see if positive deviance can be defined as a pro-social conduct. Examining the workplace behavior spectrum and determining whether or not positive deviance may be classed as a pro-social form of behavior is also critical (Gagne, 2018) . Organizational behaviors, whistleblowing, corporate social responsibility, and creativity/innovation are among the prosocial types of behavior investigated by Spreitzer and Sonenshein. All of these prosocial acts are positive deviant behaviors alone. Whistleblowing can be viewed as a negative form of deviant

conduct in the workplace, but it can also be viewed as a good thing (Shahi et al., 2020). Whistleblowing, according to Near and Miceli, is "disclosure of unlawful, immoral, or illegitimate acts under their employers' control to a person or groups that may be able to take action."Employees are frequently the first to notice "any unethical, immoral, or outright criminal" organizational behaviors. Employees who refuse to speak up against corporate wrongdoings Lack of remedial action and a fear that their complaints will not be kept private are the main reasons (Meng & Burger, 2019).

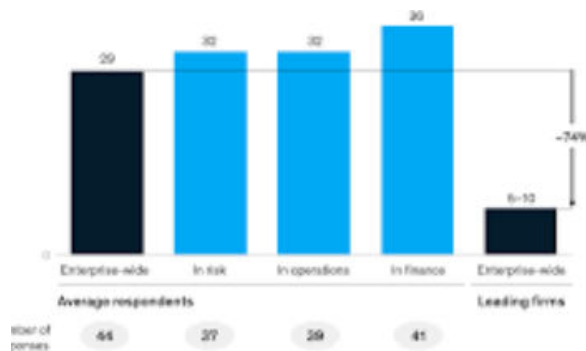


Figure 1: Lack of data quality and availability can cause employees to spend a significant amount of time on non-value added tasks

(Source: Li et al., 2019))

Conclusion

The study of human behavior in organizational contexts, as well as how human behavior interacts with the organization and the organization itself, is referred to as organizational behavior (OB). The description of relationships between two or more behavioral variables is a primary goal of organizational behavior. As of the field's youth, the challenges of studying human behavior, and the absence of true, trustworthy, and accepted definitions and metrics, organizational behavior is descriptive. It's still unclear whether the field will ever be able to provide accurate predictions and prescriptions. Nonetheless, the importance of researching organizational behavior has been proven.

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