



ORGANIZATIONAL BEHAVIOR: THEORIES AND CONCEPTS

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Preface

Organizations are undergoing unprecedented and revolutionary change. From the speed of decision making, to technological and global competitive pressures, to mergers and acquisitions, to the need to rethink business processes and alliances, organizations are constantly faced with shifting demands. And they must respond effectively, remaining flexible and transforming themselves for the new world of work. Organizational Behavior is written with these changes as a central focus-to explain through current, often high-tech examples what students need to know about organizations as they enter employment or continue their work lives. A major goal of this textbook is not just to explain the fundamental theories and concepts of organizational behavior but to help students apply those theories and concepts to their personal lives and work lives.

This textbook is divided into seventeen chapters. Chapter 1, "Introduction to Organizational Behavior". Chapter 2, "Personality." Chapter 3, "Perception and Attribution". Chapter 4, "Learning and Reinforcement". Chapter 5, "Motivation in the Work Setting". Chapter 6, "Job Stress". Chapter 7, "Group Behavior". Chapter 8, "Power and Politics Behavior". Chapter 9, "Conflict and Negotiation". Chapter 10, "Leadership: Foundation". Chapter 11, "Leadership: Contemporary Developments". Chapter 12, "Interpersonal Communication". Chapter 13, "Decision Making in Organization". Chapter 14, "Job Design". Chapter 15, "Organizational Design". Chapter 16, "Organizational Culture". And Chapter 17, "Organizational Change".

From those seventeen chapters, I have tried to use an approachable, inviting writing style to put students at ease and help them understand even the most complex theories and concepts. And I have tried to dig beyond the theories and concepts to explain their significance, then bring them to life with current company examples and individual quotations. I hope that my efforts have succeeded.

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Table of Contents

	Page
Preface	III
Acknowledgements	V
Author's Biography	VI
Reader's Biography	VIII
Reader's Acceptance	X
Reader's Evaluation	XI
List of Figures	XXV
List of Tables	XXVII
Chapter 1	1
Introduction to Organizational Behavior	
Chapter Objectives	1
Definition of Organizational Behavior	2
Goals of Organizational Behavior	3
Explanation	3
Prediction	3
Control	4
Historical Overview of Organizational Behavior	4
Scientific and Classical Management Era (1910-1920)	4
Bureaucracy Era (1920-1940)	5
Human Relations and Group Dynamics Era (1940-1950)	5
Decision Making and Leadership (1950-1960)	6
Sociotechnical and Systems Theory (1960-1980)	7
Contingency Theory Era (1980-1990)	7
Global Management, Customer Focus, Information Technology, Diversity, Business Ethics (1990-present)	8
Summary	11
Discussion Questions	12
Chapter 2	13
Personality	
Chapter Objectives	13
The Meaning of Personality	14
The Self-Concept : Self-Esteem and Self-Efficacy	15

Personal-Situation Interaction	15
The Development of Personality	16
Adult Life Stages	16
Immaturity to Maturity	18
Major Determinants of Personality	20
Biological Contributions	20
Cultural Contributions	24
Contributions from the Family	25
The Socialization Process	27
More Immediate Situational Considerations	28
Summary	32
Discussion Questions	33
Chapter 3	Perception and Attribution
	34
Chapter Objectives	35
Definition of Perception	35
Perceptual Selection	37
External Factors	37
Internal Factors	38
Perceptual Organization	40
Person Perception	41
Characteristics of the Person Perceived	42
Characteristics of the Perceiver	42
The Situation	43
Impression Management	43
Perceptual Error	44
Accuracy of Judgment in Person Perception	45
Perceptual Defense	45
Stereotyping	46
Halo Effect	46
Projection	47
Expectancy Effects	47
Attribution : Perceiving the Causes of Behavior	47
The Attribution Process	48
Internal and External Causes of Behavior	50
Attributions of Success and Failure	50
Summary	53

	Discussion Questions	53
Chapter 4	Learning and Reinforcement	55
	Chapter Objectives	56
	Theories of Learning and Reinforcement	57
	Classical Conditioning	58
	Operant Conditioning	60
	Social Cognitive Theory	63
	Reinforcement Contingencies	67
	Reinforcers	67
	Positive Reinforcement Contingencies	69
	Punishment Contingencies	70
	Escape Contingencies	71
	Avoidance Contingencies	72
	Extinction Contingencies	72
	Reward Schedules	73
	Continuous Reward Schedules	73
	Intermittent Reinforcement Schedules	74
	Interval Schedules	75
	Behavior Modification	76
	Behavioral Events	77
	Behavioral Contingency Management	77
	Applications of OB Mods	80
	Criticism of OB Mods	81
	Goal Setting	82
	Goal Setting Theory	82
	Goal Setting Attributes	83
	Criticisms of Goal Setting	86
	Summary	87
	Discussion Questions	88
Chapter 5	Motivation in the Work Setting	89
	Chapter Objectives	90
	The Nature of Motivation in Organizations	90
	Motivation : A Definition	90
	Motivation and the Work Ethic	91
	Need Theories	92

Maslow's Need Hierarchy Theory	92
Alderfer's ERG Theory	94
Practical Applications of Need Theories	95
Goal Setting Theory	96
Locke and Latham's Goal Setting Theory	96
Practical Conclusions of Goal Setting Research	97
Equity Theory	100
Adam's Equity Theory	101
Applying Equity Theory : Some Motivational Tips	103
Expectancy Theory	103
Basic Elements of Expectancy Theory	104
Practical Applications of Expectancy Theory	105
Creating Jobs That Motivate	106
Job Enlargement and Job Enrichment	107
The Job Characteristics Model	109
Practical Suggestions for Applying the Job Characteristics Model	111
Summary	113
Discussion Questions	114
Chapter 6 Job Stress	115
Chapter Objectives	116
The Nature of Job Stress	116
The Dual Nature of Stress	117
Inevitability of Stress	117
Personal Relations to Stress	117
Importance for Organizational Effectiveness	118
Sources of Job Stress	119
Job Characteristics	119
Interpersonal Relationships	121
Personal Factors	122
Consequences of Job Stress	124
Physical Health	125
Psychological Well-Being	126
Performance	127
Individual Decision Making	128

Individual Differences and Stress	128
Self-Esteem	129
Tolerance for Ambiguity	129
Type A Personality	130
Coping with Job Stress	131
Work-Focused Coping Strategies	131
Emotion-Focused Coping Strategies	132
Organizational Programs to Manage Stress	133
Summary	135
Discussion Questions	136
Chapter 7	Group Behavior
	137
Chapter Objectives	138
Defining and Classifying Groups	138
Stages of Group Development	139
The Five-Stage Model	139
The Punctuated-Equilibrium Model	142
Work Group Behavior	143
External Conditions Imposed on the Group	144
Organization Strategy	144
Authority Structures	144
Formal Regulations	145
Organizational Resources	145
Human Resource Selection Process	145
Performance Evaluation and Reward System	145
Organizational Culture	145
Physical Work Setting	147
Group Member Resources	147
Abilities	147
Personality Characteristics	147
Group Structure	148
Formal Leadership	148
Roles	148
Norms	150
Status	154
Size	156
Composition	157

	Cohesiveness	159
	Group Processes	160
	Group Tasks	161
	Group Decision Making	162
	Group and Individual	162
	Groupthink and Groupshift	163
	Group Decision-Making Techniques	166
	Summary	168
	Discussion Questions	170
Chapter 8	Power and Politics Behavior	171
	Chapter Objectives	172
	A Definition of Power	172
	Contrasting Leadership and Power	173
	Bases of Power	173
	Coercive Power	173
	Reward Power	174
	Legitimate Power	174
	Expert Power	175
	Referent Power	175
	Dependency :The Key to Power	175
	The General Dependency Postulate	175
	Creating Dependency	176
	Power Tactics	177
	Power in Groups : Coalition	179
	Sexual Harassment : Unequal Power in the Workplace	180
	Politics : Power in Action	182
	The Reality of Politics	183
	Impression Management	186
	Defensive Behaviors	189
	Summary	193
	Discussion Questions	195
Chapter 9	Conflict and Negotiation	196
	Chapter Objectives	196
	A Definition of Conflict	197

Transitions in Conflict Thought	197
The Traditional View	198
The Human Relations View	198
The Interactionist View	198
Differentiating Functional from Dysfunctional Conflicts	198
The Conflict Process	199
Stage I : Potential Opposition	199
Stage II : Cognition and Personalization	201
Stage III : Behavior	201
Stage IV : Outcomes	204
Negotiation	205
Bargaining Strategies	206
Issues in Negotiation	208
Toward Improving Negotiation Skills	210
Summary	212
Discussion Questions	213
Chapter 10 Leadership : Foundation	214
Chapter Objectives	215
The Nature of Leadership	215
A Definition of Leadership	215
A Framework of Leadership Perspectives	216
Early Approaches to Leadership	217
Trait Approaches to Leadership	218
Behavioral Approaches to Leadership	218
The LPC Theory Leadership	221
Task and Relationship Motivation	222
Situational Favorableness	223
Evaluation and Implications	224
The Path-Goal Theory of Leadership	225
Basic Premises	225
Evaluation and Implications	227
The Vroom-Yettom-Jago Model of Leadership	227
Basic Premises	227
Evaluation and Implications	228
The Leadership-Member Exchange Model	228

	The Life Cycle Theory	229
	Summary	231
	Discussion Questions	232
Chapter 11	Leadership : Contemporary Developments	233
	Chapter Objectives	233
	Leadership as Influence	234
	Influence-based Approaches to Leadership	234
	Transformational Leadership	234
	Charismatic Leadership	235
	Leadership Substitutes	235
	The Nature of Leadership Substitutes	235
	Workplace Substitutes	236
	Superleadership	236
	Transactional and Charismatic Leadership Models	236
	Transactional Leadership Model	237
	Charismatic Leadership Model	237
	Transformational Leadership Model	239
	Inspirational Motivation	241
	Intellectual Stimulation	241
	Idealized Influence	242
	Individualized Consideration	243
	Significance for Leaders	243
	Summary	245
	Discussion Questions	246
Chapter 12	Interpersonal Communication	247
	Chapter Objectives	248
	Communication Process	248
	Nature of Interpersonal Communication	248
	Communication Objectives	249
	One-way and Two-way Communication	249
	Perception and Communication	250
	Verbal and Nonverbal Communication	251
	Overt and Latent Meaning	252
	Status and Communication	252

Organizational Communication Networks	253
Downward Communication	253
Upward Communication	254
Lateral Communication	255
Informal Communication	256
Criteria of Network Effectiveness	257
Task Characteristics and Communication	258
Laboratory Research on Communication Networks	258
Network Analysis in Field Research	260
Communication Problems and Rumors	260
Incomplete Comprehension	261
Overloading	262
Insufficient Upward Communication	263
Insufficient Downward Communication	265
Summary	268
Discussion Questions	269
Chapter 13	Decision Making in Organization
	270
Chapter Objectives	271
Meaning of Rationality	272
Rational-Choice Models	273
Assumption about Information	273
Assumption about Preferences	274
Phases of the Decision Process	274
Limits of Rationality	275
Information Acquisition and Interpretation	276
Evaluation and Choice	277
Satisfaction Models	277
Bounded Rationality	278
Incrementalism	279
Janis and Mann Decision Model	280
Five Coping Patterns	280
Effectiveness of the Five Coping Patterns	281
Antecedent Conditions Evoking Each Coping Pattern	282
The Decisional Balance Sheet	283
Organization Decision Making	283

Optimizing	284
Satisficing	284
Political Decision Models	285
Organized-Anarchy Models	285
Mintzberg's Theory on Organizational Decisions	286
Development	287
Selection	287
Political Activity	288
Aids for Improving Decision Making	288
Structured Association Techniques	289
Delphi Forecasting Techniques	290
Outcome Psychodrama	291
Decision Trees	291
Mathematical Models	291
Summary	293
Discussion Questions	295
Chapter 14	296
Job Design	296
Chapter Objectives	297
A Definition of Job Design	297
Relation to Reengineering	297
Comparative Framework	298
Common Job Design Approaches	300
Job Rotation	300
Job Engineering	300
Job Enlargement	301
Job Enrichment	302
Sociotechnical Systems	302
Technology and Job Design	303
Work-Flow and Task Uncertainty	303
Task Interdependence	304
Job Characteristics Enrichment Model	305
Basic Framework	305
Job Characteristics	306
Individual Differences	307
Job Diagnosis	309

	Implementation Approaches	310
	Technology and Job Characteristics	312
	Social Information Processing	313
	Sociotechnical Systems Models	314
	Social System	315
	Technological System	315
	Moderators	316
	Key Principles	316
	Organizational Significance	317
	Summary	318
	Discussion Questions	319
Chapter 15	Organizational Design	320
	Chapter Objectives	320
	Principles of Organizing	321
	Decentralization and Centralization	321
	Tall and Flat Structures	322
	Unity and Chain of Command	324
	The Classical Approach to Organizational Design	326
	An Assessment of Weber's View	326
	The Behavioral Approach to Organizational Design	328
	The Sociotechnical Systems Approach	329
	The Modern Organization Designs	330
	Functional Design	331
	Product Design	331
	Hybrid Design	332
	Summary	336
	Discussion Questions	337
Chapter 16	Organizational Culture	338
	Chapter Objectives	339
	A Definition of Organizational Culture	339
	How Culture Development and Is Transmitted	341
	Sources and Influences on Organizational Culture	341
	Founders and CEOs	342
	National Culture	342

Regional Culture	343
Industrial Determinants of Organizational Culture	343
Organizational Culture and Effectiveness	345
The Strategic Culture Response	345
Organizational Culture and Ethics	345
Employee Loyalty and Whistle Blowing	346
Multicultural and Diverse Organizations	346
A Culture That Value Diversity : Implementing Multicultural	
Characteristics	348
Managing Intergroup Conflict	349
Changing Organizational Culture	349
Diagnosing Culture Change : External Adaptation and	
Internal Integration	350
Culture Change Guidelines	351
Leading Culture Change Process	352
Summary	353
Discussion Questions	354
Chapter 17 Organizational Change	355
Chapter Objectives	355
The Dynamics of Change	356
Forces for Change	357
Internal Forces	358
External Forces	359
Sources of Resistance to Change	361
Habits	361
Resource Limitations	363
Threats to Power and Influence	363
Fear of the Unknown	363
Defensive Perception	364
A Model for Change in Organizations	364
Diagnosis	365
Unfreezing	370
Movement	372
Refreezing	372
Summary	373
Discussion Questions	374
References	375

List of Figures

2.1	A Career-Stage Model	18
2.2	The Relationship between Age and Satisfaction	19
3.1	Basic Elements in the Perception Process	36
3.2	Contrast Principle of Perception	37
3.3	Test of Perceptual Set	40
3.4	The Facets of Impression Management	44
3.5	The Attribution Process	49
4.1	Classical Conditioning Process : Pairing a Conditioned Stimulus with Conditioned Response	59
4.2	Reciprocal Determinism	65
4.3	Summary of Reinforcement Contingencies	73
4.4	Behavioral Contingency Management	79
4.5	Goal Setting Model	83
6.1	Job Stress and Performance	127
6.2	Individual Differences and Stress	129
7.1	Why Do People Join Group?	140
7.2	Stages of Group Development	141
7.3	The Punctuated-Equilibrium Model	142
7.4	Group Behavior Model	144
7.5	Example of Cards Used in Asch Study	153
7.6	Relationship between Group Cohesiveness, Performance, Norms, and Productivity	159
7.7	Effects of Group Processes	160
8.1	Usage of Power Tactics : From Most of Least Popular	179
8.2	Impression Management (IM)	187
9.1	The Conflict Process	200
9.2	Distributive Versus Integrative Bargaining	206
9.3	Staking Out the Bargaining Zone	206
10.1	Early Behavioral Approaches to Leadership	219
10.2	The Path-Goal Theory of Leadership	226
10.3	The Leader-Member Exchange (LMX)	229
10.4	The Life Cycle Theory of Leadership	230
11.1	Components of the Transformational Leadership Model	240
12.1	An Example of Upward and Downward Communication through the Chain of Command	254
12.2	An Example of Horizontal Communication	255

12.3	An Example of Diagonal Communication	255
12.4	Examples of Cluster Chains in the Grapevine	257
12.5	Examples of Centralized and Decentralized Communication Networks	258
13.1	Example of a Decision Tree	292
14.1	The Five Approach	299
14.2	Technology Framework and Job Design	304
14.3	Job Characteristics Enrichment Model	307
14.4	Sample Job Characteristic and Technological Links	313
14.5	Sociotechnical Systems Model	315
15.1	Examples of Tall and Flat Structures	322
15.2	Organizational Structures for a Construction Firm	325
15.3	Likert's Six Systems of Organization	328
15.4	Example of a Functional Design	331
15.5	Example of a Product Design	332
15.6	Example of a Hybrid Design	333
15.7	The Matrix Unit	334
15.8	Example of Matrix Organization	334
16.1	Visible and Invisible Elements of Organizational Culture	340
16.2	A Model of Industry-Drive Culture Formation	344
17.1	Some of Naisbit's Megatrends	358
17.2	Three Patterns of Change	362
17.3	Four Phases of Change	365
17.4	A Framework for Diagnosis	367
17.5	A Comparison of Different Methods of Data Collection	369

List of Tables

2.1	The Immaturity-Maturity Continuum	19
2.2	Summary of Characteristics and Dimensions Attributed to the Left and Right Hemispheres of the Brain	23
3.1	Personality Judgements on the Basis of Voice Quality	43
6.1	Sources of Job Stress	119
6.2	Scale of Stressful Life Events	124
6.3	Consequences of Job Stress	125
6.4	Type A Personality	130
6.5	Coping with Job Stress	131
10.1	A Framework of Leadership Perspectives	217
10.2	The LPC Theory of Leadership	224
11.1	Contrasts between Transactional and Charismatic Leadership	240
13.1	Example of a Decision with Analysis of Expected Utility	276
13.2	Characteristics of Rational-Choice and Bounded-Rationality Models	279
13.3	Characteristics of Four Organizational Decision Theories	286
13.4	Checklist of Possible Changes	290
15.1	Pluses and Minuses of Bureaucracy	327
16.1	Organizational Rites of Passage	341