



Impact Of Organizational Change

On Employee Performance

The Impact Of Employee Behaviour On Organizational Performance

R. Krishnaveni



The Impact Of Employee Behaviour On Organizational Performance:

The Impact of Employees' Behaviour in the Workplace Emrah Atar, 2022-03-14 The rapid development of economic globalisation has caused enterprises to have a higher demand for high quality employees in order to achieve competitive advantages This has brought a significant challenge to human resource management As employees are the imperative group in enterprises for gaining profit and maintaining regular operation it is critical to raise their enthusiasm for work Their creativity and subjective initiative could be fully activated and the profit determination would increase if the appropriate motivating methods were utilised As such this collection offers detailed insights into these issues It scrutinises how motivation leadership corporate values and organisational identity have an affirmative and significant consequence on organisational citizenship behaviour and corporate human resource management and how organisational identity plays an intermediary role in an organisation

Advances in Ethical Work Climate and Employee Well-Being Ige-Olaobaju, Adejoke Yesimi, Ganiyu, Idris Olayiwola, Atiku, Sulaiman Olusegun, Olarewaju, Odunayo Magret, 2025-04-02 Through a strategic alignment of organizational culture policies and practices businesses can cultivate an environment conducive to enhance stakeholder satisfaction and employee wellbeing Despite the increasing awareness from different stakeholders many businesses have continued to engage in unethical behaviors and practices that have resulted in corporate scandals legal problems boycotts negative social media campaigns and damaging images and reputational damage With the negative impacts of unethical work climates becoming more evident businesses are under pressure to adopt practices and processes that are more ethically friendly This shift towards ethics and morals not only benefits the employees but also presents several prospects for businesses to become more trustworthy and reputable *Advances in Ethical Work Climate and Employee Well Being* discusses strategies and best practices for promoting ethical work climate and employee wellbeing by businesses globally It examines the importance of business management processes and practices in promoting ethical organizations that tend to help businesses achieve the trust of their employees and integrity among other stakeholders Covering topics such as virtual leadership social responsibility and micro wellness interventions this book is an excellent resource for business leaders business managers consultants advisors professionals researchers scholars academicians and more

Comprehensive Textbook of Nursing Management and Leadership_1e - E-Book Nipin Kalal, 2025-04-11 The textbook covers all the chapters outlined in the revised curriculum for the BSc Nursing programme The content presentation is organized with clear headings bullet points and charts to enhance accessibility and understanding Diagrams flowcharts and tables have been used to simplify intricate concepts for effortless reference Each chapter aligns with current healthcare regulations safety guidelines and ethical standards in nursing management and leadership The book is beneficial for nursing students educators and professionals at all levels who wish to enhance their leadership and management abilities End of chapter multiple choice questions short and long answer questions assist students in preparing for competitive examinations

It promises to enhance the administration capabilities of nurses in a variety of healthcare environments by incorporating the most recent research and evidence based practices Appendix Case based discussions formats scenario based learning and self assessment exercises have been covered Digital Resources Complimentary access to MCQs along with the e book is provided

Human Resource Development R. Krishnaveni, 2008-05-31 Human Resource Development HRD is fundamental in generating and implementing the tools needed to manage and operate the organization right from the production management marketing and sales to research and development in order to be more productive This can be done by making people sufficiently motivated trained informed managed utilized and empowered Thus HRD forms a major part of human resource management activities in the organizations This book has been carefully developed keeping in mind the requirements of all the varied segments that could use this book extensively and specifically for the students who have chosen HR elective and scholars pursuing research in the broad field of HR The book is divided into nineteen chapters and each chapter is backed by illustrations exercises and case studies appropriately The first two chapters start with the introduction to the field The third and fourth chapters give an introduction to how HRD plays a role in learning the behavior of employees Rest of the chapters five to eighteen deal with various functions of HRD Finally the last chapter brings out a detail methodology of how to develop a validated instrument which could be used for survey research in the HR field The book has been written in very simple and easily understandable manner with relevant quoted references from earlier researches in this field This will definitely help the readers to refer the source material if detail reading is required

Servant Leadership and Moral Courage in Canadian Nursing Lawrence Onwuegbuchunam, 2020-03-13 This book explored the empirical works on servant leadership and underscored the qualities of servant leadership such as empathy listening awareness healing conceptualization stewardship persuasion foresight building community and commitment to the growth of people as better aligned with the values of Canadian nursing practice among other leadership styles and theories Although the origin of the phrase servant leadership was coined by Robert Greenleaf in 1977 it is a fundamental flaw not to mention that the qualities and values of servant leadership model have been in existence in nursing from time immemorial The philosophy of servant leadership is not fundamentally and essentially both distant and distinct from what nurses do in their care of patients Since servant leadership is grounded in ethical and moral principles this book explored the practicality and the relevancy of servant leadership as well as the role of moral courage in creating healthy workplace that could transform both Canadian nursing practice and Canadian healthcare system

Human Resource Management and Influences on Employee Behaviour A. S. Bhambra, 1999

SUSTAINABLE DEVELOPMENT GOALS PROF. (DR.) ARCHANA JASOLA ,Dr. Madhu Jasola, 2026-03-23

Organizational Behavior Michael A. Hitt, C. Chet Miller, Adrienne Colella, Maria Triana, 2017-12-15 People processes and technology These are the three major drivers of business achievement The best leaders inherently understand that great companies start with great people This is as true now as it was during the beginning

of the industrial revolution and understanding and staying current on the latest organizational behavior research and best practices paves the way for managerial success In this updated edition of Organizational Behavior theory new research and real world case studies are combined in an engaging manner to blend together the critical concepts and skills needed to successfully manage others and build a strong organization across all levels of a company Featuring an in depth view of the process and practice of managing individuals teams and entire organizations the text provides a solid foundation for students and future managers

Organizational Justice in International Joint Ventures Florian Eitzenberger, 2018-09-14

Bachelor Thesis from the year 2017 in the subject Business economics General grade 2.0 University of Tübingen International Business language English abstract This thesis explores the significance of organizational justice in international joint ventures IJV from an organizational as well as a cultural perspective The majority of studies on organizational justice were conducted within organizations and in a mono cultural context However in the face of increasing globalization and growing popularity of IJV activities the study of fairness in a cross cultural context becomes more and more important Therefore this thesis seeks to bring organizational justice into relation with culture by using an IJV context and serve as a starting point for further research in this area The three dimensions of justice distributive procedural and interactional justice positively affect IJV performance through their distinct and interactive effects In this setting culture has a moderating influence on justice perceptions which can be assessed though bringing justice perspectives together with Hofstede s cultural dimensions Effects on fairness perceptions in different cultures can be outlined and contrasted On this basis implications for theoretical discussion and managerial practice in cross cultural joint ventures can be derived Together with further research managers could use these findings to develop transcultural justice competencies To decide which of the new job applicants is the right one for the job vacancy the human resource manager in figure 1.1 gives everyone the same task to fulfil Without regard to the personal qualities of the dog seal fish elephant penguin monkey and bird he decides that everyone of them should climb that tree and compete against each other From his perspective this might be a fair procedure as he doesn t make exceptions and treats everyone equally The monkey and bird might also be fine with the task and might not care about an unfair competition The elephant and fish however are very likely to perceive the situation as unjust and might voice complaints against the human resource manager As this example shows fairness often lies in the eye of the beholder and depends on everyone s individual perspective

The Nigerian Journal of Management Research, 2009-06

Relationship between Personality Traits and Job Performance at the General Service Unit, 2024-09-30 Seminar paper from the year 2023 in the subject Law Philosophy History and Sociology of Law grade 1.00 Kenyatta University City Campus course PSYCHOLOGY language English abstract White 2023 suggests that placing employees in departments that they best fit based on their behaviour will help an organization achieve its performance based objectives For instance employees who do not possess team work traits can be moved to positions that do not require much engagement with others Sev 2019 posits

that a high job performance behaviour will result in achievement of organizational performance He also points out that employees have different levels of efficiency and productivity Some employees may exhibit hard work whereas others may show negative and non cooperative behaviour such as absenteeism negative acts and narrow mindedness among others These attitudes often result in contradicting performance at work Syed et al 2015 study on organizational commitment and five factor model of personality found that conscientious and openness to experience had a positive impact on affective commitment whereas neuroticism and extroversion had a negative correlation with normative commitment Cubel et al 2016 study on personality traits and productivity found that more neurotic employees performed worse and that those who ranked higher in conscientiousness performed better Bui 2017 points out that extraversion had no impact on job satisfaction According to Delima 2019 there are five main personality traits that shape employee behaviour and in turn affect the relationship between these employees customers management and the general organizational job performance The attribution theory will be used to try to explain the link between the five personality traits and job performance According to Main 2023 attribution theory refers to the way in which people justify behaviour by trying to pin it on a cause Notably attributing causes to events can have a great impact on a person s motivation and self esteem which are also affected by an individual s personality traits Understanding this theory in an organizational setting can help make informed decisions regarding recruitment and assignment of tasks to different members of an organization Similarly the Gordon Allport theory suggests that each individual has a unique set of traits that are the building blocks of his or her personality These traits can either be cardinal central or secondary Cardinal traits are dominant in a person s entire life are rare and are often associated with one s creativity and success *International Journal of Multi-disciplinary Research* ,2009-06

The Impact of Inter-Firm Relations on Creativity and Innovation Jon Gruda,2011-12 Bachelor Thesis from the year 2010 in the subject Business economics Business Management Corporate Governance grade A University of Groningen Faculty of Economics and Business course International Business Management language English abstract Although various researchers have called attention to inter firm relations and their effect on innovation relatively few studies so far have examined the topic from an integrative point of view While some research has been done on individual variables chosen by the researchers beforehand for a certain firm in a specific industry and setting there has been a small amount of research towards a much more universal approach The here presented study therefore aims at gaining comprehensive insight into the fundamentals of the previously described approach In particular the objective of this study is to analyse how the characteristics of inter firm relations influence creativity and innovation This is done by contextualizing the factors used in previous literature and analysing their impact on innovation as well as the implementation processes *Journal of the Institute of Public Enterprise* ,2016

Achieving Organizational Effectiveness Roy J. Kriegler,1988 **Pakistan Administrative Staff College Journal** ,
Research Methods For Business Roger Bougie,Uma Sekaran,2020-05-28 *Research Methods For Business* 8th Edition

explains the principles and practices of using a systematic organized method for solving problematic issues in business organizations Designed to help students view research from the perspective of management this popular textbook guides students through the entire business research process Organized into six main themes Introduction Defining the Management and the Research Problem Theory Collecting Information Drawing Conclusions and Writing and Presenting the Research Report the text enables students to develop the skills and knowledge required to successfully create conduct and analyze a research project Now in its eighth edition this popular textbook has been thoroughly updated to incorporate substantial new and expanded content and reflect current research methods and practices The text uses a unique blended learning approach allowing instructors the flexibility to custom tailor their courses to fit their specific needs This innovative approach combines the face to face classroom methods of the instructor with internet based activities that enable students to study what they want when they want at their own pace

Management and Labour Studies ,2008 *Personnel Management Abstracts* ,2000 **I R Research Reports** ,1979

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