

Book Review

ORGANISATIONAL BEHAVIOUR
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Pearson Publication, Year of Publication-2022

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The book ORGANIZATIONAL BEHAVIOUR is concerned with most relevant and crucial to every organization as a whole. The subject is socially, psychologically and technically adaptable by everyone. The study of Organizational Behavior is to understand the human interactions in an organization find what is driving it and influence it for getting better results in attaining business goals. For the management student, they should understand and analyze the situation and focus on topical issues faced by the organization, managers and employees. For the students the most important thing is book from which they can understand and analyze the things.

Organizational Behaviour is a comprehensive book for students of Management. Organisational Behaviour is divided into four parts. Part-I introduces the subject, Part- II covers discussion on individual behaviour, Part-III focuses on inter-individual behaviour, and Part-IV includes systems of the organisation. The book comprises chapters on diversity in organizations, personality and values, foundations of group behavior, leadership, power and politics, foundations of organization structure and human resources policies and practices. In addition, the book has been presented in an easy-to-understand and

simple manner to understand the concepts better.

This book is essential for undergraduate and postgraduate students of Management, Psychology and Sociology. It continues the tradition of making current, relevant research available to students in the language that they understand. It explores the definition and meaning of organizational Behaviour, objectives of OB, role and skills of manager, effective versus successful managerial activities, complementing intuition with systematic study, big data, disciplines that contribute to OB, challenges and opportunities, workforce demographics, workforce diversity, employee well-being at work, ethical behaviour, employability skills etc. It describes diversity in Organizations by demographic characteristics, levels, stereotype Threat, Discrimination in the workplace, biographical characteristics, race and ethnicity, disabilities, tenure, religion, cultural identity, intellectual abilities, physical abilities, implementing diversity management strategies through group, expatriate adjustment, effective diversity programs etc. The book has described about perception, nature of motivation, group and group behaviour, work teams, employee satisfaction, leadership, the concept of power, politics, ethics of power and politics, conflict and negotiation along with stress management.

In overall the chapters of the Organizational Behaviour has been made in a very sequential manner. All the chapters have been written after a relevant research and with student's friendly manner. Examples of Indian organizations as a case study with some questions are added to make it relevant to the readers. From the writing and understanding style help students to develop their

skills and knowledge and make them to understand the situation. The practical aspect and the pictures are present in the book represent the emerging themes of the today's corporate world. OB helps in working in any organization as an individual as well as group. More emphasis is required for part of descriptions of stress management with examples.