

S. Sinha College, Asansol
Sub - Organisational Behaviour
Topic - International organisational
Behaviour
Semester - II

International organisational Behaviour : -

International organisational Behaviour explains from a Cross-cultural Perspective the effect of culture on the management and behaviour in organisation. Because of the rapid change in many societies and consequently organisations within them, International organisational Behaviour is a dynamic area of study.

An organisations become more international and embrace both different nationalities and cultures, the study of organisational Behaviour has expanded to involve global settings. All the aspects of change mentioned becomes amplified and even more critical as organisations move toward becoming more multicultural, multinational and even having offices located in different countries or regional of the world. The study of International organisational Behaviour requires the understanding of various regional

Contexts and their numerous local contexts with their indigenous cultures. Yet, researchers also need to understand the cross-cultural and virtual interactions especially in multinational companies (MNCs) and transnational organisations. Although all members in organisation are human beings, individuals working different cultures, nationalities experience diverse difficulties that cannot be assumed as similar to those individuals working in a homogenous setting. Also, as organisations become more team oriented to cope with the need to be flexible and responsive to the volatile business environment, team research to the volatile business environment, team research is becoming more critical in international organisational behaviour. Finally the perception and of organisational change and the rates of change in different regions and nations are beginning to be included as part of the field of international organisational behaviour.

Here international organisational behaviour highlighted in three levels.

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- i) Individual
 - ii) Team
 - iii) organisational.

International organisational Behaviour is the study of individual and group behaviour, attitudes, social climate, and performance within organisational setting in multicultural multinational setting taking into account of differences across cultures, nations and regions around the globe. work performance and achieve organisational goals and be better global managers.

The impetus for the emergence and development of organisational Behaviour as a discipline can be traced to two industrial revolutions that have introduced profound changes to the structure and conditions of work. The first industrial revolution, which reached its peak in the late 18th century, was marked by a shift from the work of skilled artisans to mass production in factories. Globalisation, reduced job security, high tech efficiency, and new styles of

management are all characteristics of the Present Industrial revolution.

The three main currents in the early history of OB were Scientific Management, the Hawthorne Studies, and leadership research.

Correlational research in OB allows the researcher to state how two variables are related to infer causality, the researcher must turn to the experiment. The five most common research procedures adopted by the organisations are as follows —

- i) Sociometry.
- ii) Position analysis.
- iii) communication analysis.
- iv) discretionary analysis.
- v) comparative analysis.

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