

Lecture 3, Jan 11, 2023

Organizational Behaviour

- Organizations are groups of people working together for a common goal
 - A social invention
 - The objective needs to be something that society wants
 - Even if it's only one person, that can be an organization if the person is working towards an objective
- The field of organizational behaviour has 3 common goals:
 1. Prediction
 - e.g. picking who to hire out of a pool of applicants
 - * From an equity perspective, being consistent is important (everyone needs to get the same questions for the same role)
 - Predictions come from experience, e.g. preferring to hire from a certain university because these individuals have been more competent in the past
 2. Explanation
 3. Management
- Many methods are used: observations, interviews, surveys, experiments, etc
- OB has many critical applications, e.g. managing medical professionals
- We can make observations through statistical correlations, e.g. pay incentives and individual productivity, but it's important to note correlation does not imply causation
- OB creates positive work environments that contribute to employee health and wellness, thus increasing productivity
 - Note well-being is an *affect* (it is long-lasting), whereas happiness is a temporary emotion
 - “Creating an environment in which you are better able to succeed”

Psychological Capital (PsyCap)

- An important contributor to employee success and well-being
- Refers to 4 factors (HERO):
 - Hope
 - * Charting a course towards a goal
 - * Persevering toward one's goals and using multiple pathways to achieve one's goals
 - (Self-)Efficacy
 - * When we're confident, we're willing to be seen
 - * Confidence to take on and put in effort
 - Resilience
 - * Ability to bounce back from setbacks
 - Optimism
 - * Internal attributions about positive events in the present and future
 - * External attributions about negative events
 - * Knowing your ability and also what's outside your control
- PsyCap is a resource that organizations provide us with to support us
- In practice, meta-studies show a high correlation between PsyCap and satisfaction, commitment, etc