

Robert Clark

Alliance University

Cohort 600

Professor Naran Jallim

I personally would like to explore sociology (which deals with people) and psychology (which deals with the external environment) aspect of organizational behavior. The sociology aspect of organizational behavior major focuses on studying the social systems in which individuals fill their roles. The focus is on group dynamics. Sociologists have made their greatest contribution to organizational behavior in organizations, particularly formal and sophisticated organizations. Sociological concepts, theories, models and techniques help significantly to better understand group dynamics, organizational culture, formal organization theory and structure, corporate technology, bureaucracy, communications, power, conflict and intergroup behavior.

According to (IEduNote 2022, "6 Contributing Disciplines to Organizational Behavior Field"

<https://www.iedunote.com/contributing-disciplines-to-organization-behavior-field>) most sociologists today identify the discipline by using one of the three statements as follow:

Sociology deals with human interaction and this communication is the key influencing factor among people in social settings.

Sociology is a study of plural behavior. Two or more intersecting individuals constitute a plurality pattern of behavior.

Sociology is the systematic study of social systems.

A social system is an operational social unit that is structured to serve a purpose. It consists of two or more persons of different status with various roles playing a part in a pattern that is sustained by a physical and cultural base.

The intersection of organizational behavior and psychological theory provides insight into why people act as they do in the context of work. According to (Johnson, S., Jun., 2021, What Is The Relationship Between Organizational Behavior & Psychological Theories?

<https://smallbusiness.chron.com/relationship-between-organizational-behavior-psychological-theories-25750.html>) such insight can help

leaders create environments conducive to better performance. For

instance, I work for a clean energy company called Blocpower located in Brooklyn, New York that provides clean electrification

heating/cooling units for urban communities throughout the United

States. My supervisor Evan is a project manager who takes his time to

explain the process of using clean energy through electrification. In order for the team to understand the logistics of clean energy Evan prefers to teach from an informal group setting within an organization. As we are aware informal groups are formed by two or more members with the purpose of satisfying their personal and psychological needs. Where both group settings provide critical insight and perspective to the solution of social problems.

This kind of group setting set up a level of transparency between Evan and his team members. The lack of communication between employees and management creates tension in the workplace and can ultimately lead to many undesirable outcomes. Employees want to stay in the loop and be kept informed about where the business is heading. Not only does my supervisor provide transparency among his team members, he encourages healthy socializing. According to (Herman, M., June, 2022, Top 10 Ways to Improve Employee Satisfaction/LumApps

<https://www.lumapps.com/employee-engagement/improve-employee-satisfaction/>) employees with real friends at work see up to 25% more job

satisfaction. While you don't want your workers to socialize too much and neglect their duties in the process it is important to encourage such

interactions among members of the organization. Evan, my supervisor and coworkers we all have a close bond and hang outside of work to build a

better informal setting that will bring out the best of creativity among my coworkers. Which is a plus for Blocpower.

## References

Herman, M., June, 2022, Top 10 Ways to Improve Employee Satisfaction/LumApps

<https://www.lumapps.com/employee-engagement/improve-employee-satisfaction/>

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