

Causation of OB

S and O

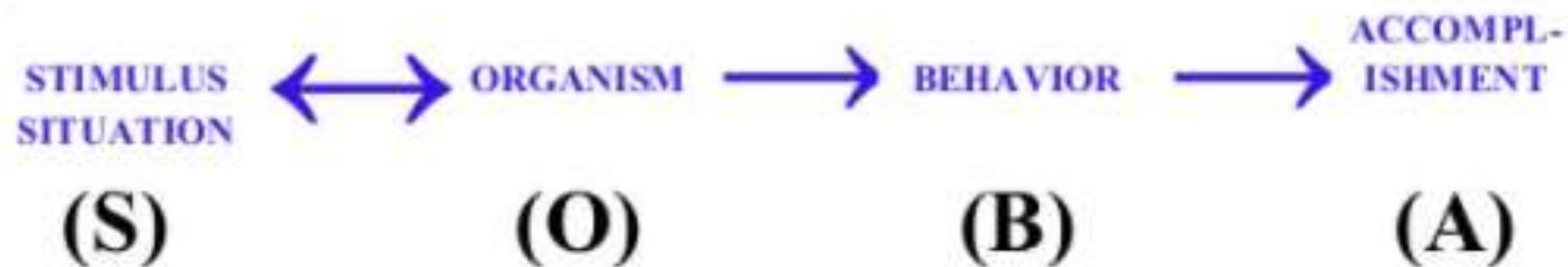
□ Factors Influencing Behavior

- Behavior is always the product of-
 - nature of the individual or organism that behaves and
 - nature of the situation in which the individual finds himself.
- Nature of an individual depends on his heredity, his growing environment, his culture, and his learning.
- Individuals differ not only with respect to their appearances but also in their sensitivities, response repertoires, intelligence, interests, motivations, and personalities.
- The psychologist is concerned with the contribution of the organism to behavior and also with determining the liking and differences that exist within species, races, and groups.

□ Casual Sequence in Behavior (SOBA)

- *Stimulus Situation*: Light, Sounds, Job routines, Other people, Actions of Supervisor, Any aspect of the Environment to which a person is Sensitive
- *Organism*: Heredity, Biological Needs, Many Learning, i.e., Knowledge, Skills, Certain Needs, Attitudes and Values
- *Behavior*: Body movements, Talking, Facial Expression, Emotional Responses, Thinking
- *Accomplishment*: Change in Stimulation, Survival Escape, Accidents, Attack

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□ Purpose of Behavior

■ Purpose refers to anticipations or expectations.

► *Anticipations* are a product of many past learning and are a part of the man's make up, as are all his/her memory.

► *Expectations* are to quite effective because many events of today are duplicates of the events of yesterday.

A man is running down the street. We stop him and ask him why he is running, and he replies, "I am running to catch the 4:15 train to Chittagong".

It is reasonable to suppose the man (1) has a need for this train (motivation), (2) knows the train schedule, the distance to the station, and that running saves time (knowledge); and (3) has the ability to run (aptitude and physical make up). All these conditions existed before the running took place and so are antecedent events.

□ Determine Behavior by the Nature

- **Heredity is an extremely important factor in determining the nature of the individual.**
- **Knowledge, skill and language are obviously acquired and represent important modifications in behavior.**
- **Some aspects of behavior are culturally determined.**
- **Man's nature is both inborn and acquired.**

□ Applications of Causation Formula to Job

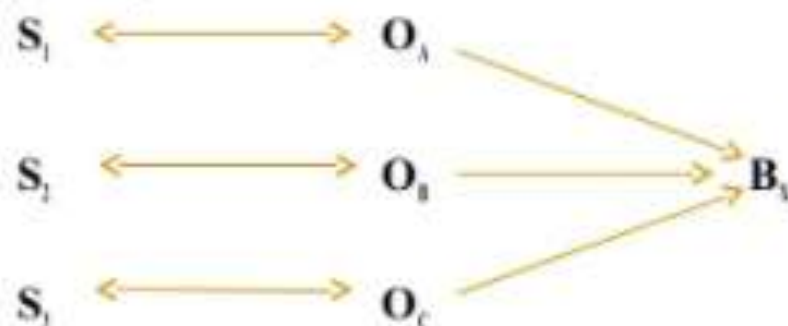
○ *Same Behavior may have Different Causes*

- A man working at a drawing board leans back in his chair and gazes out the window. Immediately we can give the explanation:

- 1. His eyes are tired
- 2. He is thinking
- 3. He is worried about something work
- 4. He is out of
- 5. He is waiting for the supervisor
- 6. He is bored
- 7. He is loafing

- The first two items suggest no need for changing the behavior;
- The third, that the man may require help;
- The fourth, that he is doing more than is expected of him;
- The fifth suggests the need to improve supervisory coverage or training;
- The sixth and seventh indicate the exigency of improving motivation or job placement.

Same behavior might require different remedies for various individuals.



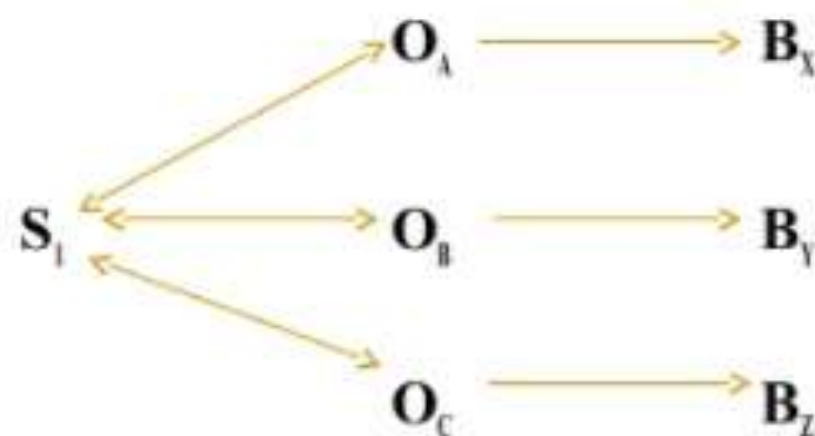
S_1 , S_2 and S_3 indicate three different situations in which individuals O_1 , O_2 and O_3 find themselves. The resulting behavior, B_1 can be the same for all three persons but the best way to change B_1 might be quite different in each instance.

○ *Same Cause May Have Many Behaviors*

Thoughts, ideas and behavior of a man depend on the body and the situation. A home problem might affect an employee's behavior on the job. The following behaviors are possible:

- Daydreaming
- Poorer attention to quality of work
- Hypersensitive to supervisor's remarks, and consequent uncooperative behavior
- Neglecting to follow safe practices
- Increased work-pace

How behavior varies for different individuals in the same situation:



Several people, O_A , O_B and O_C in the same situation, S_i , may respond quite differently by showing behaviors B_X , B_Y and B_Z . At the scene of an accident (S_i), some people become so excited they are more trouble than help; others act quickly and intelligently; still others watch passively while others take action. Similarly, if a bad work situation (S_i) is remedied, the crew member's performances may improve in various different ways.

□ Nature of People

- Individual Differences
- Perception
- A Whole Person
- Motivated behavior
- Desire for Involvement
- Value of the Person

□ Differences between Management and Labor

Here Management is Employer and Labor is Employee.

- Economic Aspects
- Ego, Intelligence level
- Different Perception of different people
- Increase of Production
- Unemployment creates psychological changes for an employee in a negative direction. The unemployed man becomes emotionally unstable, loses his sense of values, self confidence, and acquires habits of loafing and killing time and destroyed his spirit.