

Book Review

Organisation Behaviour: Improving Performance and Commitment in the Workplace

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Organisation behaviour is a diverse and multi- disciplinary field, and it's not always easy to see how all topics fit together. Organisation Behaviour: Improving performance and commitment in the workplace provides a modern look at organizational behavior with scientifically proven models and theories .The introductory section contains two chapters not found in the beginning of other books: Job Performance and Organizational Commitment. Why is this important? Being good at one's job and wanting to stay with one's employer are critical concerns for employees and managers alike. This book takes a unique approach by highlighting the concepts of PERFORMANCE and COMMITMENT at the beginning of the book. After describing these topics in detail, every remaining chapter in the book concludes by linking that chapter's major topic to performance and commitment. Using this approach, students can better appreciate the practical relevance of organizational behavior concepts.

The key topics covered in this book are:

- Introduction to organisation behaviour which explains the attitudes and behaviours of individuals and groups in the organisation.
- Job performance and organisation commitment is the set of behaviour that contribute to Organisational goals.

- Motivation as the set of energetic forces that originates both within and outside an employee. It also increases the efficiency and productivity of the employees.
- Trust, justice and Ethics are the three key components which determine the authorities decision making, behaviours, actions and intentions.
- Learning and decision making have moderate positive relationship with job performance and a weak relationship with organisational commitment.
- Group mechanisms which is highly relevant and important in the current work scenario and also to improve organisations efficiency.
- Organisation mechanisms.

This book has a lot of takeaways like, case studies relevant to present context and scenario, applications which will make the concept easy to understand.

**Reviewed by:
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