



Activity: Seminar on Theories used in OB Research

Date: May 26th, 2019

Time: 15.30 noon to 17.30

Location: ISME, 2nd Floor Classroom 5

Resource Person(s): Dr. Shurly Tiwari

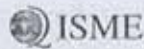
Faculty In-charge: Dr. Anju

Student In-charge:

No of students/Participants present: 5

URL if applicable:

Poster / Flyer / Notice



**International School of Management Excellence
Bangalore**

SEMINAR ON THEORIES USED IN OB RESEARCH

26th May 2019

ABOUT ISME

ISME is a leading business school offering excellent education through a student-focused culture of excellence, international outlook, entrepreneurial thinking and industry alignment. It was founded in 2006 by alumni from Carnegie Mellon University, Purdue, and Wharton, USA. ISME has always been at the forefront of quality education, with the vision of nurturing holistic, socially responsible and competent professionals. ISME has been ranked as one of the top B-Schools in Bangalore and top 1% B-Schools in India. At present ISME offers undergraduate, postgraduate and Doctoral programs in Management. ISME Bangalore is the recognized Research Centre of University of Mysore, and it also offers Fellow Program in Management recognized by AICTE.

About the Seminar

The seminar will highlight on,

- How Organizational Behavior examines human behavior in workplaces and its impact on organizational performance.
- How it aims to improve organizational effectiveness and employee well-being, balancing individual and organizational goals, and navigating cultural diversity.
- Key factors affecting OB include attitude, personality, motivation theories, and organizational culture.

Resource Person

Dr. Shurly Tiwari

Dr. Shurly, a dynamic HR professional with 24 years of experience, has worked with organizations like Zenta technology, I-emergier, Convergys, and Airtel. She has led HR departments at SM Shetty College-Mumbai, Ness Wadia, and MILES College of Management. She teaches HR and skill building subjects at ISME and is a certified NLP trainer. Her research interests include spirituality, talent management, and mental health.



Program co-ordinator - Dr. Anju

For more details call at tel:+91 88806 12345 or Mail at research@isme.in

Event Report

Brief Description:

Dr. Shurly Tiwari and Dr Anju Kumar gave an overview of **Organizational Behavior (OB)** explaining how individuals and groups interact in workplaces and how these interactions impact an organization's performance and goals and discussed the key aspects of OB:

Definition and Importance:

- OB examines behavior in organizational settings, focusing on the interface between human behavior, the organization, and the organization itself.
- Researchers study how individuals behave primarily in their organizational roles.
- The goal is to revitalize organizational theory and develop a better understanding of organizational life.

Historical Evolution:

- **Max Weber** laid the groundwork for organizational studies by describing bureaucracy as an ideal type of organization based on rational-legal principles and technical efficiency.
- The **Industrial Revolution** led to new organizational forms, and the failure of scientific management gave birth to the **human relations movement**.
- Scholars like **Elton Mayo**, **Chester Barnard**, and **Henri Fayol** contributed to shaping Organizational Behavior as an academic discipline.

Features of OB:

- Takes a **system approach**, considering whole individuals, groups, and organizations.
- Analyzes people-organization relationships comprehensively.

Objectives:

- Understand and predict human behavior in organizations.
- Improve organizational effectiveness and employee well-being.

Challenges and Opportunities:

- Balancing individual and organizational goals.
- Navigating cultural diversity and technological advancements.

Limitations:

- Complex and context-dependent.
- Influenced by various disciplines.

Key Forces Affecting OB:

- **Individual differences**, **group dynamics**, and **organizational culture**.
- **Leadership**, **communication**, and **motivation**.

Approaches to OB Studies:

- **Psychological**, **sociological**, **anthropological**, and **economic** approaches.

Conclusion:

OB plays a crucial role in understanding and enhancing organizational performance.



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List of Participants:

Sl No	Name of the Participant
1.	Shurly Tiwari
2.	Dr. S Shyam Prasad
3.	Sudindra VR
4.	Kiran Kumar K V
5.	Anshu Sharma

Authorized Signatory (Dean/Principal/Head/Coordinator)
Name:
Date:


PRINCIPAL
INTERNATIONAL SCHOOL OF MANAGEMENT EXCELLENCE
Sy. No.88, Chembanahalli, Near Dommasandra Circle,
Sarjapur Road, Bangalore 562 125 INDIA



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88, Chembanahalli, Sarjapur Road, Bengaluru, Karnataka 562 125 | www.isme.in



Seminar on Theories used in OB
Research

Certificate of Participation

Ms. Anshu Sharma

For Participating in the Seminar
on Theories used in OB Research
conducted on 26th May 2019.


MR. KIRAN KUMAR

PRINCIPAL



INTERNATIONAL SCHOOL OF MANAGEMENT EXCELLENCE

88, Chembanahalli, Sarjapur Road, Bengaluru, Karnataka 562 125 | www.isme.in



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Certificate of Participation

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MR. KIRAN KUMAR

PRINCIPAL