

Effect of Organizational Behavior (OB) on Productivity

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ABSTRACT: Poor employee performance often contributes to low productivity in any production set up. There are several big explanations for the employee's poor performance, such as frequent employee absenteeism, low turnover and lack of motivation. The basic theme of this research paper is to explore the relation between the role of motivation and absenteeism, as well as the quality and quantity of the public sector units of employer turnover. In two phases, the necessary data on this study was gathered. The data is typically distinct over a wide range, so it is clear to use the correlation and regression analysis of Pearson for this analysis. The survey findings indicate that motivation has a strong positive association with labor productivity, while workers' absenteeism and turnover have negative ties with labor productivity. Motivation also has a negative connection with job turnover and absenteeism. The study alone shows that absenteeism and turnover are closely associated. Recommendations to improve the standard of labor in public companies have been established in addition to surveys.

KEYWORDS: Organizationalbehaviour, motivation, absenteeism, turnover, labour productivity, organizational performance.

I. INTRODUCTION

In today's competitive worldwide business environment, the primary concern of large and small companies is to boost labour efficiency with its limited resources in connection with organisational productivity as a commodity, production of services and market performance. Corporate businesses are also mindful of the dynamics of global dimensions and related risks to finite resources, and are thus making efforts to improve profitability. The productivity, as defined by the International Labor Organization, is the measure of the effective and efficient utilisation of all available resources such as capital, labor, material, information and time. Some experts are also satisfied with the concept provided by the experts in project management, as productivity is the effectiveness through which inputs are converted to the desired output[1]. Productivity is also known as the quantity derived from the raw materials available as an input to the manufacture of the product.

The role of organizationalbehavior (OB) is important for improving productivity in both public and private sector companies in terms of motivation, employee turnover intent. It is also a difficult job for managers and all other shareholders to boost the morale of the employees along with productivity[2]. Any organization has productivity and effectiveness directly linked to the degree of employee motivation. Inspirational studies show that motivated employees tend to be more imaginative, loyal, and effective and dedicated to their employers and their duties. These are the key reasons why the productivity and efficiency of a manufacturing and services industry is directly influenced by employee behavioral changes such as regular absenteeism, turn over, enthusiasm, dedication, work satisfaction and the

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willingness to perform the task. Organizational behavior is the key factor in moving people forward by conceiving these elements in their everyday job and activating employees' emotional behavior as well as executing the assignment[3]. The professionals related to the human resources in respective organizations are very much familiar with the importance of all these elements and many experts have been still investing resources to explore the more in this field.

In their different units, the selected types of organizations in Pakistan face low labor productivity issues that have decreased their overall production by providing low quality, loss of resources & time, high operational costs, and loss of labor. In effect, all of these have greatly affected the final cost of the products and the achievement of the targets of both local and export orders. With such a high expense and the failure to accomplish targets within a given time span[4]. It is not possible in both the local and international markets. The problem of repeated break-downs at all units concurrently points to a concern other than a technological one. Therefore, it is important to evaluate and treat the matter in order to identify the underlying cause in the light of the term organizational hypotheses for employees to achieve success and at all times produce optimal business results. The goal of this study is to explore and examine the role of organizational behavior in increasing efficiency and to evaluate "how variables of encouragement, turnover intention influence the labor productivity in public sector enterprises" and to establish recommendations that will effectively use OB resources to improve productivity.

II. ROLE OF ORGANIZATION BEHAVIOUR

High living standards and favourable market advantages can be achieved by countries that continuously increase production. In view of this fact, it is possible to sell higher surplus labor at lower prices to consumer products and services, while losing high wages. There is also clear evidence from experience that greater productivity is directly connected to higher allowances for employees. If goods and services are priced at a low cost, their demand rises exponentially and they are projected to have greater market share[5]. Similarly, high wages encourage most workers to increase their interest and engagement in the job market. In order to achieve optimum performance, renewable public sector development has centre on knowledgeable and effective ways of structuring and introducing public aircraft. Nevertheless, the public sector has been saddled with issues of low profitability in recent times in relation to corporate conduct.

Organizational behavior (OB) is an atmosphere of learning that determines the behaviors of people within organizations. Behavior refers to what people do inside the group, knowing their emotions and behavior, and acknowledging what they do with the activities of people's acts and behaviors. OB takes into account the role of people, departments, alliances and organizational structure to analyze how the desired results of an organization are achieved. On the subjects of absenteeism, turnover, performance, motivation and group work, OB is also discussed[6]. The function and effect of individuals, teams and processes on the organization is explored by OB. The aim of using this information is to improve the success and operational performance of the organization. How they work in a company and how they feel about different business outcomes, OB is attributed to children.

Organization environment is described within an organization as shared principles, norms, practices and values that help develop the workplace behavioral model. Other researchers like Martins and Terblanche describe culture as being closely linked to values, norms and beliefs established by a company's employees[7]. The business climate is linked to the workers principles, practices, tales, opinions, laws, processes, and organizational legislation. Therefore, an

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enterprise atmosphere is a purposefully organized structure where the differences between individuals, teams and organizations rely on the business culture that leads the performance of the worker.

Experts also explained that business culture frequently leads to high results when explored in detail. In other words, it defines the business community as though the employees have thoughts about the atmosphere of the company. For the growth of an organization, it is necessary to make workplace relations better as workers have an important role in the business. Businesses need to be very smarter, more professional, more creative, and more inventive with the rapid pace of conditions in this global market. If its members feel comfortable making great efforts to exhibit good actions, the company will thrive in a safe working environment and business environment.

Productivity is an OB regression coefficient that requires a relationship between performance and productivity. Performance refers to the effort or energy required to accomplish objectives with minimal input to optimum outputs. When calculating the effectiveness of individuals, communities, teams or organizations, productivity and performance are interconnected. Productivity is more essential and necessary for the survival of a product. Experts describe efficiency as the experience, skills and capacity of the employee to generate standardized services and products as the international demands of the consumers, or more than the requirements, of standards established by the businesses. Productivity is, in economic terms, the total output per work unit. Labor productivity is vital for corporate affluence and the health of labor and its relatives. Organizational performance plays an important role in making any company efficient. The productivity of the employees has generally declined due to rising technical complexity.

Counterproductive activity has been commonly identified as additional activities that, by deliberately influencing their performance and recruiting outstanding employees in ways that reduce their productivity and quality, are counterproductive to business goals and losses to businesses. Counterproductive habits are classified in the literature on the basis of different factors, including fraud, misuse of data, misuse of resources and waste of time, absenteeism, low standard work, excessive physical activity, lateness at work, and fellow Friends' rudeness activities[7]. Counterproductive operations lead to higher operating costs and low participation, dedication, and efficiency. To put it another way, it results in late arrival of employees, absenteeism and employee turnover to other businesses.

Absenteeism is another regression coefficient of individuals' OB characteristics that are absent from the job and place of work without any information being provided to the supervisor. Highly motivated employees in the effective unit are limited by an enterprise with a relatively low absenteeism rate[8]. Absenteeism is an inexperienced operation that causes the organization to fall at risk, leads to regular process instability and ultimately leads to high losses in the company's results. Absenteeism indicates a challenge for enterprises in the government sector in many developing countries.

Data indicates that government sector workers use more sick leave than staff of industries in the private sector. Explanations for employee turnover under trained managers or superiors are also available. Unemployment has gained further recognition in recent years, largely due to its costly presence for individuals, businesses and society[9]. Lower-level workers have also been identified by scholars as rising unemployment. Factors such as sickness, health problems, family and work conflicts, personality issues, economic burden, loss of motivation, transport problems and the effect of age on morality, organizational appearance and performance.

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Turnover is also an OB contingent element that influences productivity negatively. Worker turnover is also costly because it provides for different costs such as personnel services, compensation expenditures for the time over which a position remains empty and training expenses for new employees. Bad management is the key justification for moving jobs over. Workers who are job-satisfied tend to remain in an organization even though they receive more advantages in other businesses[6]. Losing important workers will lead to company failure and investor trust loss. Enterprise turnover is high performance and usefulness. Turnover facilitates business management planning, forecasting and monitoring. Scholars have discovered a negative correlation between productivity and profitability and financial output of businesses. Different findings have been found. Motivation leads to productivity development rapidly and efficiently. Other advantages involve reductions in lateness and absences; minimizing changes caused by business excellence; strengthening relationships between workers, as well as between management and employees; reducing injuries in the workplace; eliminating corporate complaints and grievances; and assisting other employees by stimulated employees. It is important to remember that not only does motivation provide assurance of improved efficiency and greater productivity[10].

III. CONCLUSION

The main purpose of this research paper is to define the involvement of organizational actions in a private or public sector institution to improve productivity. From this research, the most illustrative and critical conclusions have been raised, which are contributions to the employee's motivation level at any point of the cycle. In short, the writers would argue that the long-term sustainability of every company depends mainly on motivating its employees by tangible or intangible means. For this purpose, the firm may perform employee surveys to know what they expect from their current work. By knowing what their employees want and attempting to meet their desires, the outcomes of these studies could prove to a large degree beneficial for the client, fostering mutual working relationships for the employees and their supervisors alike.

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