



# The Impact Of Employee Behaviour On Organizational Performance

**Prof. (Dr.) Jai Paul Dudeja**



## **The Impact Of Employee Behaviour On Organizational Performance:**

**The Impact of Employees' Behaviour in the Workplace** Emrah Atar,2022-03-14 The rapid development of economic globalisation has caused enterprises to have a higher demand for high quality employees in order to achieve competitive advantages This has brought a significant challenge to human resource management As employees are the imperative group in enterprises for gaining profit and maintaining regular operation it is critical to raise their enthusiasm for work Their creativity and subjective initiative could be fully activated and the profit determination would increase if the appropriate motivating methods were utilised As such this collection offers detailed insights into these issues It scrutinises how motivation leadership corporate values and organisational identity have an affirmative and significant consequence on organisational citizenship behaviour and corporate human resource management and how organisational identity plays an intermediary role in an organisation Proceedings of the 20th European Conference on Management, Leadership and Governance Mafalda Patuleia,2024

*How Can HR Drive Growth?* George Saridakis,Cary L. Cooper CBE,2013-01-01 The ten up to date research reviews that are presented in this book provide new insights into the HR academic literature The chapters provide clear lessons that can be learnt from along with strategies approaches and processes in which HR could be used by both practitioners and policy makers to drive growth The book shows how suitable strategy can increase workforce knowledge leadership skills entrepreneurial spirit organizational involvement safety and well being and how HR can enhance performance within small and large private and public single site and multi site firms This book explores cross disciplinary human resources literature and up to date trends and directions relevant to academics research students policy makers the business world and other stakeholders *Advances in Ethical Work Climate and Employee Well-Being* Ige-Olaobaju, Adejoke Yesimi,Ganiyu, Idris Olayiwola,Atiku, Sulaiman Olusegun,Olarewaju, Odunayo Magret,2025-04-02 Through a strategic alignment of organizational culture policies and practices businesses can cultivate an environment conducive to enhance stakeholder satisfaction and employee wellbeing Despite the increasing awareness from different stakeholders many businesses have continued to engage in unethical behaviors and practices that have resulted in corporate scandals legal problems boycotts negative social media campaigns and damaging images and reputational damage With the negative impacts of unethical work climates becoming more evident businesses are under pressure to adopt practices and processes that are more ethically friendly This shift towards ethics and morals not only benefits the employees but also presents several prospects for businesses to become more trustworthy and reputable *Advances in Ethical Work Climate and Employee Well Being* discusses strategies and best practices for promoting ethical work climate and employee wellbeing by businesses globally It examines the importance of business management processes and practices in promoting ethical organizations that tend to help businesses achieve the trust of their employees and integrity among other stakeholders Covering topics such as virtual leadership social responsibility and micro wellness interventions this book is an excellent resource for business

leaders business managers consultants advisors professionals researchers scholars academicians and more

**Organizational Effectiveness and Culture** Mr. Rohit Manglik,2023-04-23 In this book we will study about how organizational culture affects performance employee behavior and service delivery It discusses tools to improve work environment and align organizational goals with social objectives Organizational Culture and Performance

R.K.Dwivedi,1995 The book is designed for practising managers who should be interested in applying management theories for enhancing the performance of their enterprises and improving employee satisfaction The design of the book will also be very useful for all researchers engaged in different Management and Behavioural Science research as a guideline in the formulation of problems collection and analysis of data interpretation of findings and report writing Behaviour of Organization Mr. Rohit Manglik,2024-03-13 EduGorilla Publication is a trusted name in the education sector committed to

empowering learners with high quality study materials and resources Specializing in competitive exams and academic support EduGorilla provides comprehensive and well structured content tailored to meet the needs of students across various streams and levels **The Problems with Teamwork, and How to Solve Them** Annika Lantz Friedrich,Daniela

Ulber,Peter Friedrich,2019-12-23 This book offers practical evidence based solutions to help professionals implement and support effective teamwork Lantz Ulber and Friedrich draw on their considerable professional experience to present common problems in team based organizations what empirical research tells us the causes are and which solutions are more effective in overcoming team based obstacles In The Problems with Teamwork and How to Solve Them nine common problems are identified ranging from lack of leadership and adaptability to conflict and cohesiveness accompanied by clear instructions on how to approach and resolve the individual issues Detailed case studies are presented throughout the book demonstrating how theory can be applied to real life situations to produce optimal results for both the team and the larger organisation By combining theory and practice and using state of the art research the book constructs a cognitive map for identifying problem causes and effect and step by step instructions on how to solve problems This is essential reading for anyone working in team based organizations as well as students and academics in related areas such as organizational psychology and organizational behaviour *The Role of Leadership in Human Resource Management* Shuming ZHAO,Mingwei

Liu,Meng Xi,Cherrie Jiuhua Zhu,Hong Liu,2024-08-30 This book underscores the crucial link between leadership and human resource management HRM and their collective impact on organizational outcomes It highlights the need for integrating research in both fields to fully understand their effects at organizational team and individual levels The interaction between leadership and HRM which can either complement or substitute for one another is beginning to be explored in recent studies Specifically the book points out the relevance of cultural institutional and historical contexts in the Asia Pacific particularly in China where Western models may not capture the unique aspects of leadership and HRM It discusses the significance of paternalistic leadership and specific HRM practices in China emphasizing their implications for performance The book

argues for the importance of examining these interactions comprehensively suggesting that a combined study of leadership and HRM across different levels and contexts presents valuable research avenues The twelve chapters in this volume offers insights into leadership and HRM in China showcasing a variety of leadership behaviours and HRM practices The chapters in this book were originally published as a special issue of Asia Pacific Business Review *Managing Employee Attitudes and Behaviors in the Tourism and Hospitality Industry* Salih Kusluvan,2003 The tourism industry of which the hospitality industry is the core element is one of the largest and the fastest growing industries world wide According to World Tourism Organisation forecasts the industry will continue to grow and employ more people in the twenty first century In parallel with the growth of the tourism and hospitality industry world wide consumer expectations and demands for quality are rising while consumer tastes are varying on the one hand and competition among the firms both nationally and internationally is intensifying on the other In this business environment of heightened consumer expectations distinct market segments that demand unique products and services and stiff competition tourism and hospitality organisations are looking for ways to excel in service quality customer satisfaction competition and performance This book takes the view that employees are one of the most if not the most important resources or assets for tourism and hospitality organisations in their endeavour to provide excellent service meet and exceed consumer expectations achieve competitive advantage and exceptional organisational performance The purpose of this book is to emphasise the critical role of employees for tourism and hospitality organisations and to examine the ways and means of managing their attitudes and behaviours for the mutual benefit of both parties tourism and hospitality organisations and their employees Business Sustainability with Artificial Intelligence (AI): Challenges and Opportunities Esra AlDhaen,Ashley Braganza,Allam Hamdan,Weifeng Chen,2024-10-22 This book covers different technological and business related issues including ethical use and cultural sensitivity of data used in businesses managing data privacy and protection governance standards for digital transformation executive leadership strategic decisions and business innovation and sustainability With the recent development of artificial intelligence AI businesses are urged to consider innovation while applying digital transformation Depending on the nature of the businesses it is found that innovative digital transformation is required with the use of artificial intelligence However the future of AI in businesses is yet unclear the question is it true that without digital transformation businesses are no longer sustainable Researchers argue that digital transformation could be an opportunity for business to create a global brand however several implications and challenges should be considered including governance and responsible digital management This book explores how businesses could benefit from AI and leverage technologies to sustain businesses The book is authored by leading experts in the field of AI digitalization and business innovation and sustainability the author s diversity reflects quality of research with high level of impact in the research topic It is written in accessible language that makes it easy for business leaders researchers policymakers and anyone interested in the future of business development to understand the complex concepts

and ideas presented in the book This book provides insight for executive leaders in setting new innovative strategies toward leveraging AI in business at different levels of operations to support business sustainability The book provides different theoretical and practical practices and case studies that could be used as a guideline for policy making and devising innovative directions

**The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention** Harold W. Goldstein, Elaine D. Pulakos, Carla Semedo, Jonathan Passmore, 2017-05-05 An unmatched collection of resources perfect for psychologists scholars and HR practitioners In The Wiley Blackwell Handbook of the Psychology of Recruitment Selection and Employee Retention an expert team of authors presents a comprehensive and authoritative perspective on critical issues in employee recruitment selection and retention Every chapter offers an in depth review of the most recent literature and provides academics researchers industry practitioners and students with a holistic reference to relevant data and theory The book includes job analyses biodata simulation exercises talent management guides talent assessment guides for leadership development and online employee selection strategies

**Innovation, Entrepreneurship and Sustainability** Saurabh Gupta, Himanshu Vaishnav, Manoj Kumar Mishra, 2025-06-19 In the contemporary business environment characterised by rapid evolution the significance of innovation entrepreneurship and effective management practises has become paramount in determining organisational success This book is distinguished by its forward looking perspective It explores emerging trends challenges and opportunities that will shape the future of innovation entrepreneurship sustainability and management going beyond traditional approaches Anticipate the changes that will affect your business or entrepreneurial endeavours and stay ahead of the curve The book offers a thorough understanding of the fundamental concepts theories and practical techniques required for success in these fields Case studies and examples from the real world provide readers with actionable insights that bridge theory and practise The contents of the book are designed for aspiring and practising entrepreneurs managers and leaders students and academics as well as consultants policymakers and professionals who support entrepreneurial ecosystems

**Mental Health: Psycho-Social Perspectives (Volume 8: Mental Health at Workplace)** Anubhuti Dubey, Aradhana Shukla, 2026-01-01 It has been observed that most of the adult population around the globe is working in any form of organised labour whether physical or cognitive As every person wants to be fit and healthy in such a way people working in all organisations want to maintain their psycho physical health Although many health organisations like World Health Organisation WHO have provided comprehensive mental health action plans and they were followed by organisations but after COVID 19 the entire scenario was changed and people working there have felt a lot of constraints pertaining to their psychological and physical health status It has caused dissatisfaction from the organizational climate and degradation in work skills is being watched regularly In order to improve the organisational climate and increase the mental health status of the people working there this volume is planned This is the eighth volume of our series Mental Health Psychosocial Perspective Twenty Five thought provoking research papers are included here and

they open the various doors of causes and cures related to mental health we are quite sure that this volume will help the researchers teachers mental health professionals and the people who want to increase their mental in work place

*Organizational Behavior* Stephen P. Robbins,Tim Judge,2009 Robbins Judge provide the research you want in the language your students understand accompanied with the best selling self assessment software SAL Some topics include management functions the social sciences helping employees balance work and other responsibilities improving people skills improving customer service motivational concepts communication power and politics conflict and negotiation culture and stress management Globally accepted and written by one of the most foremost authors in the field this is a necessary read for all managers human resource workers and anyone needing to understand and improve their people skills *Navigating*

*Successfully through Maliciously Envious People* Prof. (Dr.) Jai Paul Dudeja,2025-09-09 Malicious envy is ubiquitous and socially undesirable It is seen everywhere in some people around you It is independent of nations societies neighbourhood gender age caste profession etc These people are envious of your progress knowledge achievements fame physical attributes wealth status or social acceptability etc Malicious envy involves a motive to outdo or undo the advantages of envied going to the extent of defaming demoralizing downplaying obstructing or even harming the envied These people are envious of you either because of their own negative attitude towards almost anything in their life or by their implicit acceptance that they cannot achieve what you have already done in your life Let us accept that this is a real life situation which we face every day and everywhere whether in society in family in neighbourhood in workplace in social groups etc We have to navigate through these envious people and keep marching forward unhindered on our path of progress successfully happily and peacefully The present book not only discusses the tips for the envied persons but also advises the envious persons how to manage their envy and live peacefully

**Sustainable Human Resource Management** Sita Vanka,Madasu Bhaskara Rao,Swati Singh,Mallika Rao Pulaparathi,2020-08-13 This book provides a multi stakeholder perspective on sustainable HRM for the policymakers managers and academics addressing issues approaches research studies frameworks and emerging patterns relating to the subject It discusses various aspects of sustainability such as making HR more responsible for ensuring sustainability focusing on the triple bottom line characteristics of sustainable HRM psychological contracts emotional intelligence and psychological capital The book also explores organizational citizenship behavior employment relations employee engagement sustainable leadership disruptive HR practices sustaining employee motivation educational sustainability sustainable career management sustainable environment employer and employee branding sustainable organizations organization culture training for sustainability sustainable employee performance business sustainability and sustainable employability It provides an update on the concept processes issues and emerging paradigms from multidimensional and cross country perspectives to showcase sustainable HR practices and appeals to the academics practitioners and policymakers in the area of HRM

*An Introduction to Work and Organizational Psychology* Nik

Chmiel, Franco Fraccaroli, Magnus Sverke, 2017-03-08 The latest edition of this classic text provides a comprehensive and internationally relevant introduction to work and organizational psychology exploring the depth and diversity of the field in an accessible way without obscuring the complexities of the subject Third edition of a classic textbook offering a complete introduction to work and organizational psychology for undergraduate and graduate students with no prior knowledge of the field An innovative new six part structure with two colour presentation focuses the core material around issues that are either Job Focused Organization Focused or People Focused Each chapter title is a question designed to engage readers in understanding work and organizational psychology whilst simultaneously inviting discussion of key topics in the field The third edition introduces two new co editors in Franco Fraccaroli from Italy and Magnus Sverke who join Nik Chmiel and will increase relevance and appeal for European students *Human Resource Management 'with Chinese Characteristics'*

Malcolm Warner, 2013-09-13 Five years into World Trade Organization membership how is China's system of people management adapting to the changing world This edited book provides an up to date state of the art overview of current theory and practice of human resource management with Chinese characteristics The latter is a phrase used to refer to the specific cultural institutional and social setting in which such management structures and processes are to be found in the Middle Kingdom As the People's Republic of China becomes inexorably linked to the international economy and increasingly faces the challenges of globalization its enterprises and their managers have to adapt to pressures to conform to external human resources and employment norms whilst at the same time conforming to internal labour laws and socio political demands The tension between these two sets of factors provides an arena in which human resource managers as well as workers have to cope perform and survive The papers included in this collection are all based on empirical on site research by specialists in the field They deal with such HRM related topics are expatriates family demands human capital joint ventures labour disputes organizational commitment psychological contracts social networks work behaviour and the like The authors of the papers covered in the book come from a variety of backgrounds and university affiliations in Australia Canada Finland Hong Kong Japan People's Republic of China United Kingdom and United States of America *Gen Z at Work in Central and Eastern Europe*

Elżbieta Wąsowicz-Zaborek, Adam Oleksiuk, 2025-11-25 In an era of rapid transformation in the world of work Generation Z emerges as a transformative force reshaping traditional employment models with their distinct preferences and values As the first fully digital native generation they seek flexibility remote work opportunities and a healthy work life balance This book examines these transformative trends in the context of Central and Eastern Europe focusing on three diverse and representative countries Poland Czechia and Estonia Together these nations illustrate the region's economic diversity and innovation offering insights into how local labour markets are responding to the expectations of this new workforce Grounded in original research including interviews and case studies the book presents quantitative analysis to explore Gen Z's preferences attitudes and aspirations The findings shed light on demographic variations such as



gender and place of residence and examine how these factors influence work preferences across the three countries Beyond identifying trends the book offers practical recommendations addressing the challenges and opportunities posed by generational change The narrative unfolds through three interconnected themes the socio economic dynamics of Poland Czechia and Estonia the comparative analysis of survey findings highlighting generational similarities and differences and broader implications for industries organizational strategies and regional economies Special attention is given to emerging work models such as work from anywhere WFA and workation hubs in Europe emphasizing their role in shaping regional development and economic policy The book bridges the gap between academic research and real world application making it an essential resource for scholars researchers advanced students and policymakers El bieta W sowicz Zaborek is an Assistant Professor in the International Business Department SGH Warsaw School of Economics Warsaw Poland Adam Oleksiuk is an Assistant Professor in the Department of International Marketing SGH Warsaw School of Economics Warsaw Poland

## Whispering the Secrets of Language: An Psychological Quest through **The Impact Of Employee Behaviour On Organizational Performance**

In a digitally-driven earth wherever displays reign supreme and immediate connection drowns out the subtleties of language, the profound strategies and psychological nuances concealed within words usually go unheard. Yet, located within the pages of **The Impact Of Employee Behaviour On Organizational Performance** a charming literary value sporting with organic emotions, lies an exceptional journey waiting to be undertaken. Composed by a talented wordsmith, that enchanting opus invites visitors on an introspective trip, softly unraveling the veiled truths and profound influence resonating within ab muscles fabric of each and every word. Within the mental depths of the emotional evaluation, we can embark upon a honest exploration of the book is key subjects, dissect their interesting writing type, and fail to the effective resonance it evokes strong within the recesses of readers hearts.

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