ROLE PERCEPTION IN THE ORGANIZATIONAL BEHAVIOR FOR THE ORGANIZATIONAL INNOVATION ACCORD

[1]Caio Cesar Lima and [2]Diego Canbarro
Freelance Researcher & Conference Speaker
Reo de Janeiro, BRAZIL.

ABSTRACT

The organizational behavior is the vital term of the organizational culture and the general code of business conduct. The paper undertakes to study the general behavior of the employees in the perspective of the role perception in various capacities. The paper also highlights the impact of the contribution of the role perception when it comes to take the responsible decisions and organizational roles. The role perception has been regarded as an important tool of organizational decision making.

KEYWORDS: - Role perception, Organizational Behavior, Organizational Culture

STUDY BACKGROUND

The increased role of organizational decision making has been supported by the role perception. The organizational culture is driven by the role played by the employees at various levels of the said organization. The problem at the study is to find out the general state of the role perception by the employee groups throught the organization. The contribution of the role perception in various capacities has been looked into by the study as to its impact on the culture development in the organizational conduct.

FINDINGS AND DISCUSSION

The decision making process in the organizations has been a result of the interaction between the eco system and the social system as to consider the perceptions and their interpretation by the employee groups in that organization. Most of the decisions are based on the individual perceptions and their conclusions. The role perception and its contribution have been vital when considering the alternatives for the basis of the decisions to be taken by individual intuitiveness and believe.

The interaction between the ecosystems and social systems of the organizational culture has been over influencing the fields of the interpersonal relations and work behavior amongst the employees within the organization across the board. The field of organization decision making is critical as far as the role perception is considered. The workplaces are involving more and more role perception related theories that resolve around the concept of organizational eco system and personal abilities of the employee groups.

Following figure clarifies the process of interaction between the eco system and the social credentials of the organization to proved the basis for any consented decision having the characteristics of the organizational culture and behavior: -
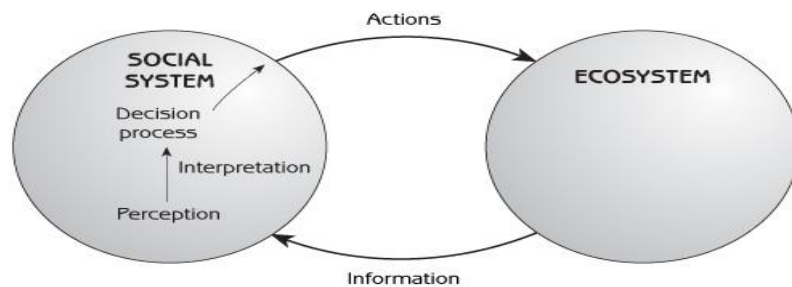
The figure shows that the employee groups derive information from the eco-system, those informations are processed in their own social system. The basis and formats are designed and the interpretations are perceived. The employees act on the gained perceptions. The role delivered by them is the perceived role. The perceived role is an integral part of the organizational culture and behavior. The perceived roles are the interpretational conclusions of the employee groups signifying a particular course of organizational behavior. It can thereby be said that the organizational behavior is the product of the informations available to the employees and their interpretation by the employees to arrive on a particular decision.

EMPLOYEE PERCEPTION AND ORGANIZATIONAL INNOVATION

It has always been debated whether the organizational innovation is dependent on the role perception term of the organizational behavior or not. The real contribution of the role perception has been in the innovative undertakings of the employees in the high tomes of the innovation seeking. The innovation orientation of the organization can be an influential factor in the organizational support to the employees' perception regarding the innovation initiative and drive.

The primary notion of the employees has a direct bearing on the innovational environment of the organizational culture. The employees' perceptional roles have always been considered by the institutional cultures worldwide.

Organizational
Innovation
Vitality

Organizational
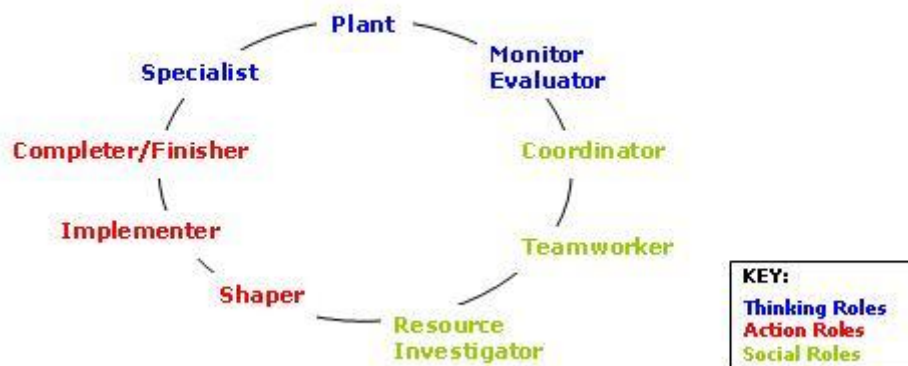Innovation
Climate

Employee
Creative
Self-efficacy

As shown by the above given figure, the organizational innovation is something which encourages to the achievement of the organizational vision and mission. The organizational innovation and vitality largely depends upon the organizational innovative climate consisting of the opportunities to innovate and the employees' creativity and desire to innovate. The organizational innovation has a direct bearing on the organizational dreams and aspirations. The individual perceptions and the role recognitions have the influential impact on the organizational behavior and culture. The innovation efficacy has a lot to do with the self efficacy of the employees when it comes to the increased role of perceptional behavior of the employees. The schema of the work can be witnessed by the argument that the people are the real asset of the organization and their perceptions are the path to the organizational growth and development.

ROLE PERCEPTION AND THE SUGGESTED ROLES BY BELBIN MODEL

The role perception in the organizational behavior has to analyse the organizational roles which can be played by the employees group across the board. In this direction, Belbin has suggested some primary roles for the employees as shown in the figure below:-

Belbin's Nine Team Roles

Plant

Monitor Evaluator

Specialist

Coordinator

Completer/Finisher

Implementer

Teamworker

Shaper

Resource Investigator

KEY:
Thinking Roles
Action Roles
Social Roles

Belbin has identified three categories of the employees' role in an organization. These may be mentioned as: -

- Thinking roles
- Action roles
- Social roles

As shown and depicted in the figure above, the thinking role includes the role of specialization, planting an idea and monitoring the evaluation processes. The action role includes the shaping capacity with the implementation contribution and that of the completion of any task. The last category includes the social role which prescribes the coordination, teamwork and resourcefulness of the employees to contribute the social inputs in the organizational set-up.

It is hereby clear that the role perception by the employees and their conclusions have a direct bearing on the behavioral aspects of the work culture. All the types of desired roles do decide upon the requirements of playing them from time to time and according to the situations and circumstances. The role perception is the sole consideration of the employees alone. Its impact is dependent on the interpretation of these roles by the employees.

CONCLUSION

As found out and signified by the paper the role perception has become critical as far as the organizational behavior is to be relied upon the fact that the work culture is affected by its people and their roles in the organization. Their contribution is ascertained with the help of the evidences of their role perception and interpretation. Their decision making is totally dependent on the fact that whatever they perceive, they interpret the same and derive the same conclusion. The study has also shown that the emergence of the organizational criticalities has also impacted the parameters of the decision making capacities of a particular organization.

REFERANCE:-

I. Aryee, S., Fields, D., & Luk, V. 1999. A cross-cultural test of a model of the work-family interface. Journal of Management, 25: 491–511.

II. Aryee, S., & Luk, V. 1996. Balancing two major parts of adult life experiences: Work and family identity among dual-earner couples. Human Relations, 49: 465–487.

III. Aryee, S., Luk, V., Leung, A., & Lo, S. 1999. Role stressors, work-family conflict and well-being: The moderating influence of spouse support and coping behaviors among employed parents in Hong Kong. Journal of Vocational Behavior, 54: 259–278.

IV. Aryee, S., Luk, V., & Stone, R. 1998. Family-responsive variables and retention-relevant outcomes among employed parents. Human Relations, 51: 73–87.

V. Aryee, S., Srinivas, E. S., & Tan, H. H. 2005. Rhythms of life: Antecedents and outcomes of work-family balance in employed parents. Journal of Applied Psychology, 90: 132–146.

VI. Baron, R. M., & Kenny, D. A. 1986. The moderator-mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. Journal of Personality and Social Psychology, 51: 1173– 1182.

VII. Beehr, T. A., Walsh, J. T., & Taber, T. D. 1976. Relationship of stress to individually and organizationally valued states: Higher order needs as a moderator. Journal of Applied Psychology, 61: 41–47.

VIII. Brislin, R.W. 1970. Back-translation for cross-cultural research. Journal of Cross-Cultural Psychology, 1: 185– 216.

IX. Casper, W. J., Martin, J. A., Buffardi, L. C., & Erdwins, C. J. 2002. Work-family conflict, perceived organizational support, and organizational commitment among employed mothers. Journal of Occupational Health Psychology, 7: 99–108.

X. Census and Statistics Department. 2002. 2001 Population Census Main Report. Hong Kong: Hong Kong SAR Government.

XI. Chiu, W., & Ng, C. 1999. Women-friendly HRM and organizational commitment: A study among women and men of organizations in Hong Kong. Journal of Occupational and Organizational Psychology, 72: 485– 502.

XII. Choi, J., & Chen, C. C. 2003. The role of gender in the life stress of Chinese employees: Women tired from housework and men tired from work. Paper presented at the Annual Meeting of the Academy of Management, Seattle.

XIII. Duxbury, L., & Higgins, C. 1991. Gender differences in work-family conflict.

Journal of Applied Psychology, 76: 60–74.

XIV. Duxbury, L., Higgins, C., & Lee, C. 1994. Work-family conflict: A comparison by Gender, family type, and perceived control. Journal of Family Issues, 15: 449–466.

XV. Ebrahimi, B. P. 1999. Managerial motivation and gender roles: A study of males and females in Hong Kong. Women in Management Review, 14: 44–53.

XVI. Eby, L. T., Casper, W. J., Lockwood, A., Bordeaux, C., & Brinley, A. 2005. Work and family research in IO/OB: Content analysis and review of the literature (1980–2002). Journal of Vocational Behavior, 66: 124–197.

XVII. Edwards, J. R., & Rothbard, N. P. 2000. Mechanisms linking work and family: Clarifying the relationship between work and family constructs. Academy of Management Review, 25: 178–199.

XVIII. Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. 1986. Perceived organizational support. Journal of Applied Psychology, 71: 500–507.

XIX. Erdwins, C. J., Buffardi, L.C., Casper, W. J., & O'Brien, A. S. 2001. The relationship of women's role strain to social support, role satisfaction, and self-efficacy. Family Relations: Interdisciplinary Journal of Applied Family Studies, 50: 230–238.

XX. Frone, M. R. 2000. Work-family conflict and employee psychiatric disorders: The National comorbidity survey. Journal of Applied Psychology, 85: 888–895.

XXI. Frone, M. R. 2003. Work-family balance. In J. C. Quick and L. E. Tetrick (Eds.), Handbook of occupational health psychology:143-162. Washington, DC: American Psychological Association.

XXII. Frone, M. R., Russell, M., & Cooper, M. L. 1992a. Antecedents and outcomes of work-family conflict: Testing a model of the work-family interface. Journal of Applied Psychology, 77: 65–78.