Chapter 1 Management: An Applied Behavioral Sciences Approach

Chapter Overview

This chapter introduces Management of Organizational Behavior: Leading Human Resources, Tenth Edition, and discusses the dynamic era we inhabit as we endeavor to meet the challenges of applying the behavioral sciences in today's environment. To meet these challenges, we need not only special skills, but also special tools. This is the focus of Management of Organizational Behavior: Leading Human Resources — to present fundamental behavioral science concepts and to suggest proven, simple-to-use tools based on the behavioral sciences to improve our ability to influence and lead others. This book is about more than simply impacting knowledge; it is also about developing the skills necessary to be a high-performing leader.

Chapter Learning Objectives

After studying this chapter, each student should be able to:

- 1. Explain the role of behavioral sciences in improving human productivity
- 2. Define leadership and management and explain the differences between the two
- Describe the three skills necessary to carry out the management process
- Describe the four functions essential for management processes

Key Terms and Concepts

Concepts, Tools, and Skills

Knowledge of important behavioral science concepts like Situational Leadership[®] and the skills necessary to apply these concepts are vital to becoming an effective leader. Situational Leadership[®] provides a practical approach to influencing people and uses a common, easy-to-understand language. It is a fundamental approach to the management of organizational behavior that has been validated through more than five decades of use worldwide.

Management Defined

Management is defined as the process of working with and through individuals and groups and other resources (such as equipment, capital, and technology) to accomplish organizational goals.

Leadership Defined

Leadership occurs whenever one person attempts to influence the behavior of an

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John R. Walker

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<u>Behavioral Police Management</u> Harry W. More, W. Fred Wegener, 1992 **Effective Supervision Seminar**, 1983 Introduction to Management Warren Richard Plunkett, Raymond F. Attner, 1986 California Management Review, 1958

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