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host of organizational behavior theories, evaluates each, including research bearing on it, and of theories and places the theories in a historical context that consists of the circumstances and values of the emerging field of organizational behavior.

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fundamental part of the foundation for organizational behavior. While organizational behavior roots can be found in many management theories, it was not officially recognized as a field of its own until the 1970s. Since the 1970s, organizational behavior has developed into its own unique field covering a wide variety of topics for individual and group relations within organizations.

## Management Theory and Organizational Behavior ...

In perhaps more than any other area of organizational behavior the leadership aspect is a combination of learning theories, power, personality, performance appraisal and motivation. This is because leadership is the process whereby an individual must gain the voluntary participation of

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Personality Development: meaning, theories of Personality development, managerial consideration for further developing of personality development of an employee.

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Coming out of these various definitions are theories of motivation in organizational behavior and management that attempt to explain and thus advise on what drives motivation for employees. Experts acknowledge anywhere from three to five separate theories of motivation. Maslow's Hierarchy of Needs

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Building on Miner's *Organizational Behavior: Foundations, Theories, and Analyses* (Oxford University Press, 2002) the M.E. Sharpe *Organizational Behavior* series consists of the following volumes— 1. *Essential Theories of Motivation and Leadership* (2005) 2. *Essential Theories of Process and*

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Structure (2005) 3.

## ORGANIZATIONAL BEHAVIOR 3

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