

ORGANISATIONAL BEHAVIOUR WITH DR KOHYAR KIAZAD

TALKING POINTS

1. What are the STEM subjects? (See *Introduction to the article*)
2. Why are STEM workers held in high regard? (See *Introduction to the article*)
3. What does job embeddedness mean? (See *What is job embeddedness?*)
4. Which company launched a series of studies that looked at the behaviour of its workers? (See *How did the study of organisational behaviour come about?*)
5. What was the name of the studies that incorporated the socio-psychological aspects of human behaviour in organisations? (See *How did the study of organisational behaviour come about?*)
6. What was surprising about these studies? (See *How did the study of organisational behaviour come about?*)
7. What are the three types of high-performance work practices that Kohyar and his team believe can embed STEM professionals? (See *What are high performance work practices?*)

ACTIVITIES YOU CAN DO AT HOME OR IN THE CLASSROOM

There are many ways you can improve skills associated with organisational behaviour and self-motivation. Although these skills begin at a young age, you can always hone your skills through practice.

1. The Career Trend site suggests several games you can play to teach yourself organisational behaviour skills, including Blindfold Sorting, Memory Organisation and Director and Builder. To play Director and Builder, you will need access to two rooms, some building blocks, such as LEGO, and some index cards.

Arrange the class into groups of three and decide which one of you within the group is going to be the Director, Builder and Deliverer. In one room, away from the others, the Director starts by building an object with the LEGO and writes down instructions on how to build this object on the index cards. (Use one set of instructions for each index card.) When finished, the Director hands the cards to the delivery person, who shuffles these cards. Once shuffled, the delivery person hands the cards to the builder. The builder has to decipher the instructions and build the object. The group with the closest matching object is the winner.

Have a look at the other games and decide which one you want to play with fellow students.

2. Watch this brief film from 1973 that examines the Hawthorne Studies through the eyes of the men and women who took part in it almost 100 years ago: <https://www.youtube.com/watch?v=D3pDWt7GntI>
3. The iEduNote site has an area dedicated to the study of organisational behaviour. Have a read through it in your own time to get to grips with some of the concepts associated with it, including reasons to study organisational behaviour and its objectives: <https://iedunote.com/organizational-behavior>