

Original Article

Behavior of Organizations as it Affects the Society

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Abstract - *The behaviors of organizations with that of political establishments and educational institutions are intermittent in the society? Research has shown that the behaviors of organizations dependent on each other; and that leadership behaviors portray organizations function and behavior. If we are to create a solid foundation for the betterment of humans in the society, then organizations behaviors with that of political establishments and education establishments should be prone to obstacles and tarnishments. The behaviors of all organizations should be one that can be of benefits to all in the society. As often say to people, "Life is like that of a fish in the ocean, and a bird in the air, life takes us everywhere or anywhere."*

If all organizations are to create a rapport between each other, then everyone in the society will find it not antagonizing to belong to any establishments in the society. If we do not create a rapport between each other, then some of the inhabitants in the society would exempt themselves from belonging to any establishments or organizations. We would create a chaotic society which would create a bad atmospheres or situations for the present and future generations.

All organizations including political and educational organizations should be prepared to assume an equal role in the management of the society at large. As an old saying, "What comes around goes around" and "What goes around comes around." Everyone may find themselves in any atmosphere or situation in the society.

If we are to function as a whole, then everyone in the society would be able to live their lives as they please without antagonizing each other (Kejawa, 2010). The behaviors of all organizations should be partisan and democratic. Not only would it be of benefits to us now but also in the future.

I. INTRODUCTION

Organization behavior modality is a mode of which individual survived within an organization arena. Accumulation of wealth may have to depend on the knowledge and experience in the organization and society.

Organization behaviors and successes inevitably juxtaposed the amenities of wealth. The essence of educational training is preparedness of individual to stability and success. It must be addressed to the problematic situations of individual in the society.

The circumstances surrounding propagation of organization behaviors is not solely materialism, but on the gratitude of knowledge. The standard which knowledge and materialism is attained is repertoire of educational establishments. In rationalizing the commonwealth of training individual, the society may have instituted transformation and sustainability in the evolution of organization leadership. The extenuation of objectives may depend on current and past activities. The educational solitudes may result in self-actualization of goals and thereby create self-awareness.

The technicality of organization behaviors may be justified by the scope of activities in the society. Education of the literates may be different from that of illiterates in the society. Literacy does not mean everything is known, there lessons to be learn from everyday activities in the society. Illiteracy of the mind is tolerable in certain aspect of organization behaviors.

The integration of organization behaviors may depend on the theme that individuals need to know the anthology of surviving in the society of ours. Stability projects the ways organizations behaves and address situations in our world. The determination of success rests on stability and knowledge.

Education of the mind is congenial to the cognitive approach of organization behaviors environment. It is believed that constant attention to the mind may gear up the behaviors processes. Educating the mind is a process whereby all activities are concentrated on the purpose of achieving positive results. All learners may have to yield to proliferation of the audacity to learn new ideas to yield success (Kumar, 2019).



II. LEADERSHIP EDUCATION ERA

To fuel Organization behavior, the knee era of providing leadership education in all directions of our life is now. Leaders should embrace all activities affecting the wellbeing of the society. This is an era where there is a call for positive or “rocky” leadership in our society. The political, social, and economical maladies occurring in our midst are due to lack of leadership training or education in all specialties at our institutions. It is time now to be aware of these setbacks. Institutions should provide people, especially adult learners the opportunity to reach for the stars. Opportunities to be provided should be in terms of economic, political, and social supports.

To produce the best leaders for today and tomorrow, we must ensure that faculty or educators are competitive (Galpin, 2003). We must vie for enormous or sufficient faculty endowment funds, since these kinds of fund are the jewels of any educational institutions, as they enable the best educator or faculty to have the resources to complete groundbreaking research and teach with enthusiasm and cutting-edge leadership tools. The leadership era is absolutely the time to create an environment of excellence by letting organizations and educational institutions have environment and facilities projects of all sizes (Fullan, 2001). Smaller environment projects that can be funded with Colonnade level donations, such as laboratory and conference equipment and other capital projects are very important and should be established or encouraged. This is the time to support innovations to change the world around us – this is the era of leadership challenges

III. ECOURAGEMENT OF THE EDUCATORS

To improve organization behaviors, the educators, especially the adults in our society should now take charge of leading the flocks to the promise land of success and prosperity. For this to happen, leadership educational programs should be established at various levels of our schools and organizations (Galpin, 2003). Educators are trained professionals and managers; they should have substantial control over their personal, professional lives and the life of the institution. Although, educators must be allowed greater leadership responsibility, they should not carry these burdens alone. To increase the ability to serve as leaders, leaders need partners, encouragements, and education, so that their skills and knowledge can be enhanced (Bokhari, 2017). Leaders as learners and their family are educators’ most important partners. Other partners include universities, libraries, museums, other community organizations with educational missions, and businesses.

Organizations and educators should find common ground – working with the community to provide high quality leadership development or education. Educators and organizations should form long-term, genuinely collaborative relationships. Such cooperation could fulfill the obligation of each of the educational, cultural, or private organizations to

the public. Rich resources should be made available to support all educators and learners. Every community should enhance or create long-term partnerships for educators, leadership development or training. Moreover, the federal government should establish a national institute for educators’ leadership development.

IV. CONCLUSION

The potential leadership principles, strategies and approaches vary from individual to individual and from organization to organization. Some of these principles, strategies and approaches can be enumerated as follows:

A. Team Approach

This is an important aspect of leadership principles and strategies. Establishing a coordinated team infrastructure is a value instrument to leadership approach according to Galpin (2003). As pointed out by Galpin, “As a general rule. The breadth of a team structure across an organization should be determined by the breadth of the vision for change. A typical change process Infrastructure will have to be Steering committee leader, steering committee members, Improvement team members, Integration team leader and Improvement team leaders. Working as team enables the leader to make successful and accurate decisions. It also alleviates any misunderstanding between the leader and member the organizations.

B. Relationships; Relationships; Relationships

Leadership based on relationship power requires employees’ involvement and motivation rather than blind acceptance (Setiawan, 2021). Leaders who use relationship power build a more committed workforce, elicit stronger loyalty from people. The leader also create a more motivated and high-performing team.

Summary: The author enlightened us that without relationship, an organization cannot achieve its goal. He further stressed that its takes an entire group to build an organization or an empire. The author on the other hand is implying that a mountain cannot be moved with one hand alone, but it can be move with many hands. Moral purpose, relationships and organization success are very closely interrelated according to Fullan. It should also be noted that educational establishments and businesses have much in common as well.

Forming relationships as Lewin and Regine (2000) portrayed it in *The Soul at work*, is a new science that is found in our work. In a dynamic world, interactions among people or agents protrude organizing principle.

Key Points (According to Galpin, 2003)

- ✓ It takes a combined efforts to achieve organization’s goal or mission.
- ✓ Good ideas comes from talented people working together to accomplish a common goal.
- ✓ Shared expertise is the key to organization change.

- ✓ It is better to set expectations and then decentralized; let others participate.
- ✓ Relationships should be carefully coordinated, achieving these there will have to be mostly monthly conferences.
- ✓ Relationships may be build on personal competencies and social competencies through self-awareness, self-regulation and through motivations and empathy to strives to reach its goals and achieve results.

C. Creativity

Leaders must be creative in all aspects of his or activities. Creativity which is the first key attribute of change leaders must include openness to the creativity of others. Certain actions demonstrate leaders' creativities, such as developing innovative training processes and offering new incentives that demonstrate that a change is different and important.

Culture: Applying cultural screen to the principle of leadership is a vital point. The best way to apply cultural screen process is to choose first a recommended change, for example, the implementation of a new financial system (Halako et al, 2015). Second is to identify any aspect of implementing what is associated with the outcomes (Luthan, 2014).

D. Communications

One of the principles, strategies and approaches to leadership issues is communication. Effective communications must be established among employees in both lower and higher echelon.

In my organization cultural diversity does exist. The leadership approach is based on cultural diversity, communications, and relationships. As it was explained in Fullan (2001) and Galpin (2003), Leadership in my organization relied solely on teamwork and partnership.

E. Knowledge Building

Knowledge building is an integral part of the functions of an organization. With the work of Polyani (1983), there is crucial distinction between explicit knowledge, which can be defined as "words and numbers that can be communicated in the form of data and information; and tacit knowledge which can be defined as "skills, beliefs, and understanding that are under the level of awareness". Takeuchi and Nonaka(1995) further stressed that tacit knowledge is deeply the root in an individual's action and experience as well as in the ideals, values and intuitions. To form a community or an organization where sharing of knowledge is to be practice the

people within the community or organization must be friendly and noncompetitive.

Key Points (According to Galpin, 2003)

- ✓ Knowledge is perceived to be closely attached to human emotions, aspirations and hopes.
- ✓ Knowledge is information that we digest rather than what we merely hold, it is composed of understanding and degree of commitment.
- ✓ People can be considered as Knowledge while Information can be perceived as machines.
- ✓ Sharing Information is the key to acquiring Knowledge and building a solid relationships in organizational culture.
- ✓ Knowledge must constantly be received and given as organizations provide opportunities.
- ✓ Individuals must be rewarded and valued as they engaged in receiving and sharing of knowledge or Information.
- ✓ Knowledge activation, as Von Krough et al (2000) perceived it, "is about enabling, not controlling...."

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