



WEEK 3

Human and Organization

Organizational Behavior



Human as The Most Important Factor in Organization

- Human problems are positively related to organizational problems
- Humans are God's creations with 2 substances



Human Nature (Nawawi, 2007)

- The nature of the individual
- The nature of sociality
- The nature of morality

The nature of the individual

Humans want to be treated as individuals

- Different but still the same as other individuals
- Inequality makes humans appear as individuality and requires treatment according to individuality
- Want to be appreciated because of themselves
- Similarity with others is that they have dignity





The nature of sociality

Humans are social creatures

- Humans need other people in their daily activities
- Humans live in groups, called communities, nations, and organizations
- Organization:
 1. Embodiment of human nature
 2. Formed because a number of individuals who have a common interest and agree to work together to achieve goals
 3. One of its interests is in the form of socio-economic aspects
 4. To make a profit



The nature of morality

Humans as individuals want to live in harmony with others

- Humans as creatures created by God live based on norms and values
- Norms and values:
 1. Allows to live according to human dignity and values
 2. Humans have the ability to analyze boundaries that must be respected to be able to live together with others

Conclusion

Humans in organizing try to actualize their three essence as human beings. In organizing, humans should be able to adjust to the environment in accordance with their dignity and value

A background image of a business meeting with several people in professional attire sitting around a table. A dark grey rectangular box is overlaid in the center, containing text.

Conclusion

Organizations must know human needs based on their human nature: physical, psychological, spiritual

Perception

behavioral forming factors

- The process of observing, interpreting and selecting
- The process by which individuals interpret their sensory impressions to give meaning to their environment
- Individuals have different perceptions
- One factor that influences perception, personality



Personality

- **Quiet, passive, cheerful, aggressive, etc.**
- **Describing someone as someone who is quiet, passive, etc., it means we categorize people from the personality traits**
- **Personality is a combination of psychological traits used to classify people**

Character vs Personality

Character

KOLERIS (STRONG)

Creative, get the job done in your own way

SANGUIN (ACTIVE AND SOCIABLE)

Do work in a fun way, sometimes forgetting time

MELANKOLIS (PERFECTION)

The type of workers who are organized, neat, and systematic

PLEGMATIS (RELAXED, PEACEFUL, COMPROMISE)

Not bad-tempered person



Personality

A top-down view of a wooden desk. On the left, a laptop is open, displaying a grid of website thumbnails on its screen. To the right of the laptop, a camera with a lens is resting on the desk. In the foreground, a notebook with a grid pattern is open, and a pen lies on it. The background is a dark, semi-transparent overlay containing text.

Indikator Tipe Myers-Briggs

MBTI - 100 QQUESTIONS

Big Five Personalities



INDIKATOR TIPE MYERS-BRIGGS

- Introvert vs Extrovert
- Sensing vs Intuitive
- Thinking vs Feeling
- Perceive vs Judging

Dikombinasikan akan menghasilkan 16 tipe kepribadian

BIG FIVE PERSONALITIES

- Keekstrovertan: Suka bergaul, banyak bicara, asertif
- Keramah tamahan: Baik hati, kooperatif, dan dapat dipercaya
- Kehati-hatian: Bertanggung jawab, dapat diandalkan, tekun, dan berorientasi pada prestasi
- Kestabilan emosional: Tenang, antusias, dan sanggup (positif) menghadapi ketegangan, kegelisahan, kemurungan, dan ketidakamanan (negatif)
- Keterbukaan terhadap pengalaman: Imajinatif, sensitif secara artistik, dan cerdas.

Organization

DEFINITION

- Static: Organization as a forum to gather a number of people because they have the same interests
- Dynamic: The process of collaboration of a number of people (two or more) to achieve a common goal



4 Main Elements of the Organization

HUMAN

This element is in terms of the number of 2 or more people

PHILOSOPHY

Humans go through life with the same philosophy so it is possible to work together

PROCESS

Organization as an embodiment of interaction between people that produce collaboration

GOAL

The organization was founded because of mutual interests

In organizations, someone is needed who can coordinate different activities and interests.

There needs to be provisions that should be mutually agreed upon, but often are not agreed upon or even have an element of compulsion

The definition of organization will be more complex, the structure becomes complicated, and the level of formality will be large and all that will affect the people who work together in the organization. This means that the human dimension is very urgent in the organization.



Type of Organization

All organizations have in common, the different is just in their fields which are adjusted to the interests of their people

- Business / Corporate Organization: the principle of rational economic activity
- Social organization

Change in Organizational Paradigm



CLASSICAL PARADIGM



THE HUMAN PARADIGM



THE COLLABORATIVE
PARADIGM