Organizational behavior deals with employee attitudes and feelings, including job satisfaction, organizational commitment, job involvement and emotional labor. Among these approaches are contingency theory, the consideration and initiating structure model, leader-member exchange or LMX theory, path-goal theory, behavioural modification and transformational leadership theory. Fit in or fuck off. Two branches contributed to the Behavioral approach. Human Relations Movements: The human relations movement refers to the approach to management and worker productivity that takes into account a person's motivation, satisfaction, and relationship with others in the workplace. The human relations movement grew from the Hawthorne studies. Development of Organisational Behavior: Pioneers of the human relation movement stressed inter-personal relations and neglected the group behavior patterns. This led to the development of field of organisational behavior. It respects a more. A positive work environment makes employees feel good about coming to work, and this provides the motivation to sustain them throughout the day. If you're looking for a new job, then I would say that assessing the work environment is a crucial step you shouldn't skip. After all, this is the place you might be working at in future and you wouldn't want to be dragging yourself to work every single morning! Recommended Reading: Survive Office: 10 Tips For Moving Up Corporate Ladder. Due to the job variety available in the marketplace, this article is probably a little generic and may not apply to If genes, environment, and behavior influence one another, and variation ensures success, is this article advocating the opposite? That stable, prosperous, and equal environments can ensure an individual's success but that the greater variation of the human or any species for the matter is not considerable? Reply. Reply to Zachary William's post “The interactions between your genes and your envi...”