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central role that organizational behavior plays in determining how effective an organization and all the men and women who are part of it are in achieving their goals.

GEORMC01\_013239457.QXD 1/3/07 6:51 PM Page 3 ISBN: 0-558-13856-X

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Understanding and Managing Organizational Behavior , Fifth Edition, by Jennifer M. George and Gareth R. Jones.

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with their employees which creates peace and harmony in the organization.

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What Is Organizational Behavior?

Organizational behavior (OB) is defined as the systematic study and application of knowledge about how individuals and groups act within the organizations where they work. As you will see throughout this book, definitions are important. They are important because they tell us what something is as well as what it is not.

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