

Article Selected for Assignment.

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Forty Years of Organization Studies: Reflections from a Micro Perspective

Author(s): Lyman W. Porter

Source: *Administrative Science Quarterly*, Vol. 41, No. 2, 40th Anniversary Issue (Jun., 1996), pp. 262-269

Published by: Sage Publications, Inc. on behalf of the Johnson Graduate School of Management, Cornell University

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Internal marks assignment

Subject; Cases in HRM

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Article;

Forty years of organization studies:
Reflections from a Micro perspective By
"Lyman W. Porter" University of California,
Irvine:

QNo1 What do you specifically like or dislike about the reading?

Ans= Likes =

↳ The author did wonderful job to explain the evolution of administrative science into organisational Behaviour.

↳ The author also focus the importance of organisational behaviour in practical world.

↳ The author analyze the four Micro organisational Behaviour i.e leadership, motivation, organisation and communication in the light of available literature.

↳ The author also done wonderful job by making comparison of the existing literature

and room for the future research opportunities designed for the organisation to improve.

↳ The author also focus on the weak points; the things which were left in O.B and not done not only focus on the area which they have achieved.

Dislike = It is very difficult to criticise the work of such experience authors however the artical had overall a very pessimistic approach.



Q # 2

What are some Research Ideas that you have formulated based on the readings and the research questions that left you pondering?

Research Ideas =

This article focuses on the relation of psychology & administrative roles in organisation, since most of the available research is based on micro OB therefore, there is much room for research at micro OB angle

⇒ Beside this as the author mentioned some idea like to study the organisations, especially management of organisations in the light of O.B concepts.

⇒ Another area or research idea which the author mentioned need more attention is the internal organisational environment effecting behaviours.

⇒ Another Research Idea is that how individual behave when interacting in groups & when different groups interact with each others.

- ⇒ Another Research idea is to study the lateral or horizontal relationships of organisational hierarchy in the light of O.B.
- ⇒ The most important research idea is to set the benchmark organisational data points across the time to help us of future generating answers for organisational changes.
- ⇒ The other research idea is that how we can develop the interaction between scholar & practitioners.

Research Questions =

The available literature is based on 40 years of past information.

- ⇒ As the industries, environment and organisational structure has grown into all new dimension.

So the research question is that, does these theories apply to the existing scenario?

- ⇒ Second Research question is that how internal organisational environment affecting behaviour of employees?

- ⇒ Third research question is that how groups behave when interacting with other groups within the organisation?
- ⇒ Fourth research question is that what will be the positive + negative impact if you award one group within the organisation.
- ⇒ Fifth question is that what is the relationship of Lateral or horizontal organisational hierarchy?
- ⇒ That how individual + group actions can effect organisational actions?
- ⇒ How to find the effective behaviours between centralize + decentralize system.



Q#3 = How does your personal experience fit with the readings & how they are inconsistent?

Ans = **Personal Experience** = The author discussed the history of administrative studies with the role of human practices helping in the developing of the organisational environment.

This is consistent to our scenario that those organisations who stick to administrative role only and does not understand the psychology of human working in organisation to achieve a lot.

It restricts the organisation growth by all means. The inconsistency of the article findings to personal experience are not found, it is much related



Q No 4. What are some research ideas to pursue in the Pakistani context that would allow us to correct the mainstream literature?

Ans= Research Idea in Pakistani Context =

↳ In Pakistan our O.B culture is still not developed. We need to invest in our education or academic sectors to study the environment in more detail.

↳ As the author identified most of the research is based on U.S based organisations where as our working environment and culture is a lot different than U.S.

We need to encourage our scholars & researchers to conduct research & develop literature as per our scenario & requirement

