



ANALYSIS CHAPTER "BEHAVIOR IN ORGANIZATIONS: GROUPS, LEADERSHIP AND MOTIVATION" BY CECÍLIA WHITAKER BERGAMINI

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ABSTRACT

This summary is the discussion of the chapter entitled Behavior in organizations: groups, leadership and motivation by the author Cecília Whitaker Bergamini. Human interactions in recent years have suffered significant impacts due to the pandemic faced, taking into account the historical fact and the search for efficiency in the leadership of organizations, Bergamini's chapter on behavior in organizations is relevant to the understanding of managers within organizations. Interactions between individuals basically depend on two characteristics, namely: personality and social perception. Personality characteristics are relevant in the organizational environment, because it is through it that employees will differentiate themselves and stand out in specific areas. While social perception is based on the assumption of active perception of the individual in order to create interpersonal meaning with him, contributing to a satisfactory organizational climate and relationship. The author lists different modalities of inclusion behavior, all focused on organizational psychology with the aim of directing leadership to manage the team with quality and efficiency, leaving aside plastered leadership and creating adaptable methods for resolving organizational conflicts. Topics covered in the book chapter that are relevant from the point of view of organizational psychology are employee motivation, the needs of individuals, similar to McGregor's research, and not least member satisfaction. In short, the chapter addresses analysis methods for the organization to adjust its strengths and weaknesses, so that employees can perform their functions in a harmonious way.

Keywords: Organizational Climate, Behavioral Psychology, Leadership.

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