The Importance of Individual Behaviour on Organization

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ABSTRACT

This study aims to comprehensively explore the behaviour of individuals for their involvement in an organization and the extent to which their role is able to influence the organization in achieving its goals and objectives of the organization. In this study, the research method used is qualitative research, in collecting data and sources related to research results obtained through journals and related books and other relevant sources. While the data processing techniques used are based on sources obtained through descriptive analysis, the last conclusion is drawn. The expected result of individual behaviour and its influence on the organization is the achievement of the goals of an organization because behaviour is closely related to the competencies possessed by each individual involved in the organization, between one individual and another individual being able to complement each other appropriately, proportionally and professional so that the implications for organizational development can have a positive impact. The influence can be seen from several factors, namely 1). Psychology. 2). Sociology. 3). Anthropology. 4). Political. In general, these four will be able to influence the behaviour of individuals in the organization.

Keywords: *Behaviour, Importance, Organization*

INTRODUCTION

The organization is inseparable from the life of a human, so he is unable to live individually. Human beings are positioned as personal beings and collective beings. As a personal being, he is different from other human beings in various elements of personality and other abilities. But he cannot live in his personality. It is necessary to have another person that is a collective being that he needs others in carrying out his life in an organizational or group manner. It is a human tendency itself.

The tendency of humans to group and organize, then the behaviour becomes important to be involved in it so that the organization becomes a place or forum together to have a commitment to the progress of the organization. In it, various forms of model forms faced him, such as political organizations, government organizations, youth

organizations, school organizations, and religious organizations. Because, in principle, the formation of organizations is the most important part of the existence of several individual people collectively in achieving certain goals. The behaviour of individuals in the organization is able to make an excellent contribution to the achievement of organizational goals.

The behaviour of individuals is very important to be concerned by the organization in which they take part, in accordance with the provisions and a set of rules, so that the individual is given responsibility and authority. In addition, it is also necessary to pay attention to the environment and culture of the community in which the organization stands. Because all of that gives each other Motivation to achieve from that organization. Sucipto & Rauf.

The individuals who are part of the organization not only have personal competence but are relevant to the vision and mission of the organization. In organizations, very important factors that must be considered are the tools to make the individual's behaviour function. The functioning of that individual's behaviour is in the presence of management developed by that organization. The management functions are planning, organizing, actuating and controlling. With the existence of four management functions, this behaviour can function as expected.

RESEARCH METHODOLOGY

In narrating this discussion, this research is library research using qualitative methods. Data processing through a descriptive approach to analysis. While the data collection technique through collecting from various journals and books, and other relevant studies, the steps that researchers use in analyzing data start from reducing data by processing, grouping and removing data that is not, then displaying data by compiling data systematically and easily understood, at the end describe it in the form of conclusions and verification is held.

RESULT AND DISCUSSION
Definition of Individual Behaviour

Individual behaviour is a function that is realized from a series of interactions between the individual and his environment.

Variables Affecting Individual Behaviour

The behaviour of individuals, as already mentioned in the introductory section, is of great importance exists in an organization. Since each individual has characteristics in influencing patterns and systems of work in the organization, the intention of individual characteristics needs to be understood by looking at biographical aspects, personality, perceptions and attitudes, it's all in order to understand comprehensively the behaviour of the individual well and the array of characters that stick to him.

When looking at the variables that affect the behaviour of individuals in the organization in general, there are four factors, as follows:

1. Psychology

Psychological science makes a very large contribution to the behaviour of individuals in an organization or institution because, with this, science is able to place individuals according to the right place and finally achieve the expected goals.

2. Sociology

Man is, in principle, a social being, one with the other needs each other, unable to grow and develop on his own. With this knowledge, an individual is seen from the interaction, communication and similarity of perceptions in the organization that is built together in achieving their goals.

3. Anthropology

This factor becomes important to understand is closely related to the culture and culture in which the individual develops his organization. In achieving the intended goals of the organization and providing a positive influence, it is necessary to pay attention to the environment and the people living around it.

4. Politics

The determinant in forming an individual in an organization is politics. Politics in the sense of processes affecting both internally and externally, how to distribute authority to the competent and conflict control in the organizations that are built. In this politics, history, and economics also contribute to the process of achieving organizational goals.

Theory and Principles of Individual Behaviour

In general, in Psychology, there are three theories to understand a person's personality, namely:

1. Trait Theory

This theory can be seen in a person from the uniqueness they have, such as thoroughness, accuracy, friendliness, politeness and other things that are in line with it, and vice versa from the traits (traits) mentioned above, such as: not being conscientious, unfriendly, not polite and others.

2. Psychodynamic Theory

Sigmund Freud, with the real name Sigismund Schlomo Freud, was born in the Austrian developing Jewish community and lived from 1856- 1939 as the founder of the school of psychoanalysis in the field of psychological science. This theory he pioneered that each individual has a different personality. Freud said that the human personality has three levels of consciousness, namely conscious, preconscious, and unconscious, all of which are influenced by the human subconscious in controlling the behaviour of the individual.

3. Humanistic Theory

In this theory, an individual is able to grow and actualize himself towards others according to the characteristics he has. This theory has a resistance between the id (identity) and the superego moderated by the ego. When the positive ego is able to defeat the negative ego in personality, a person will achieve the intention of the organization.

The Role of Motivation in Organizations

The role of Motivation is very important to be highlighted by certain individuals in achieving the goals of the organization. There is due a meaning that can be developed from the word Motivation first: the word motivation itself and the word motive, both of which have meanings that reinforce each other. Motivation is the ability of an individual to do, while motive is a need, stimulus, or impulse of the individual to do something. The simple sense is a reflection of a person's reaction to something done for certain activities. It all pertains to the internal and external aspects developed in the units of the organization that are built.

In the study of Motivation in organizations, three important aspects should play a role in realizing the expected organization, namely:
1. Productivity Studies
2. Resource Allocation
3. Management Approach Factors

In addition to the three important aspects above that need to exist in the organization, as well as reinforcement, four important elements that must be present in the organization will be added to the behaviour of individuals in its style, namely:
1. Activities (A)

A set of activities that are carried out both personally and in groups to achieve the goals of the organization.
2. Speed (K)

The activities carried out are determined by the rules of agreement and understanding together and determined the target of achievement by looking at the causality that occurs in the process of organizational activities.
3. Precision (P)

Accuracy and accuracy for individuals in an organization by looking at many factors that will affect the achievement of the goal of the organization because, in principle, the precision towards quality goals is seen from the attitudes and actions of each individual as well quality people.
4. Time (W)

Time is the most important part of achieving the goals of the organization. An individual or leader in the organization and all the human resources gathered in it both understand the importance of time.

After explaining the importance of the role of Motivation in organizations, there is an expert view regarding the theory of Motivation, as follows:

The Theory of Abraham H. Maslow (Theory of Needs)

There are five human needs, namely:
1. Physiological Needs, such as hunger, thirst, rest and sex.
2. Safety Needs, not only in a physical sense but also in mental, psychological and intellectual
3. The need for affection (Love Needs)

4. The need for self-esteem (Esteem Needs) is generally reflected in various status symbols;
5. Self-Actualization, in the sense of the availability of opportunities for a person to develop the potential contained in himself so that it turns into a real ability.

Mc Clelland's Theory (Theory of Accomplished Needs)

According to Mc Clelland, the characteristics of high achievers have three common characteristics, namely:

1. Preference for working on tasks with a moderate degree of difficulty
2. Favours those situations in which their performance arises due to their own efforts and not because of other factors
3. Want feedback on their successes and failures compared to those who are underachieving?

Clyton Alderfer's theory (The "ERG" theory)

Alderfer's theory is known by the acronym "ERG". The acronym "ERG" in Alderfer's theory is the first of three terms, namely:

E = Existence (the need for existence),

R = Relatedness (linkage with other parties), and

G = Growth (need for Growth)

If you look carefully, then Alfeder's theory suggests that:

1. The more unfulfilled a particular need is, the greater the desire to satisfy it.
2. The strength of the desire to satisfy the "higher" needs is greater when the lower needs have been satisfied.
3. On the contrary, the more difficult it is to satisfy a higher-level need, the greater the desire to satisfy a more basic need.
4. This view is based on the nature of pragmatism by man. That is, by being aware of his limitations, a person can adjust to the objective conditions he faces by, among other things, focusing his attention on the things he may achieve.

Herzberg's Theory (Two-Factor Theory)

The theory that Herzberg developed models two factors against Motivation, as follows:

1. Motivational Factors, Motivational factor refers to the intrinsic aspects of a person that favour his achievement. For example, a person's work, successes achieved, growth opportunities, advancements in careers and recognition of others.
2. Hygiene Factors, Hygiene or maintenance factors come from outside the individual or are extrinsic. This factor affects the behaviour of the individual in his life [14].

Theory of Justice

This theory basically views that human beings have the drive to erase the gap between the efforts made for the benefit of the organization and the rewards received [27].

In other words, if an employee thinks that the rewards are not appropriate, then the following possibilities may occur:

1. One will seek to obtain greater rewards, or
2. Reducing the intensity of the effort made in carrying out the tasks for which he is responsible.
3. If it is not possible, a person may step down from his post to erase the feeling of disappointment.

Goal Setting Theory

In his theory, Edwin Locke describes four kinds of motivational mechanisms in setting a goal, namely:

1. The goals of direct attention.
2. Goals govern efforts.
3. The goals of increasing persistence.
4. Objectives support strategies and activity plans.

The Theory of Victor H. Vroom (Theory of Hope)

Victor H. Vroom, through his book entitled "Work and Motivation", put forward a theory called the "Theory of Hope". This theory explains:

1. Motivation is a result of the process of the target to be achieved.
2. A person's estimation that his efforts will lead the individual to the results he wants to obtain.
3. Through a strong desire and support from possible situations, a person will strive to achieve the target.

Theory of the Relationship between Reward and Achievement

This theory describes that a person's Motivation is influenced by factors that come from within (internal) as well as from outside (external) of the individual.

Internal factors include:

1. A person's perception of oneself,
2. Self-esteem,
3. Personal expectations
4. Necessity
5. Desire
6. Job satisfaction
7. The resulting work achievements. No. 16

External factors include:

1. Types and nature of work
2. The working group in which one joins
3. Organizations in which to work
4. The general environmental situation
5. Applicable reward system and how it is implemented

Motivation is part of communication, management and leadership. So, the role of Motivation is all the intricacies of the part that will strengthen the organization itself.

Individual Stress and Its Effects on Organizations

Stress is a psychophysical condition experienced by everyone, not knowing the gender, age, position, position or socioeconomic status. Other living beings can also experience stress. Generally, stress is associated with negative things given the impact it has, such as generating feelings of discomfort, insecurity, rejection, anger, depression, and triggering headaches, stomach pains, insomnia, high blood pressure or stroke. The influence of stress also has an impact on a person's psychological condition, especially in children. This is because stress can inhibit the Growth of the child's personality, such as lack of self-confidence and fear of trying something. However, stress also has a positive role, among which it encourages people to raise awareness and generate new experiences.

Excess stress has a serious impact on the development of an individual's ability to adapt because, in general, stress often occurs as a result of human feelings. In an organization, workers experience stress caused by pressure on their performance. One example of this is frustration, which is the presence of obstacles to the Motivation of workers to achieve the desired goal. If the target achieved is not in accordance with the plan, various disturbances can take up workers' working hours so that it becomes a trigger for stress.

In the context of work targets, the above reaction is commonly known as the term self-defence mechanism. For example, the stress that workers experience is their effort to survive the psychological distress they are experiencing. However, each worker has a variety of tolerance patterns in addition to dealing with pressures other than stress reactions through barriers of encouragement or Motivation. These differences in obstacles and impulses can trigger frustration or even lead to better patterns of adaptation.

The word stress comes from the Latin "Stringer", which means tension or pressure. The appearance of stress reactions, the appearance of which people do not expect, is usually due to the high demands of the surrounding environment towards a person so that the balance between ability and strength is disturbed; this is known as distress. The cause of distress is a stressful situation derived from an arduous task, or that is carried out in a situation that is not conducive, which a person constantly feels; this Type of stress is also caused by trauma.

Quick and Quick (1984) divide the stress category into two, namely:

1. Eustress refers to the response to stress that is constructive, healthy, positive and constructive in nature. Individual and organizational well-being related to Growth, flexibility, adaptability and a high level of performance is also included.

2. Distress, which is the opposite of eustress, is a response to stress that has a negative and destructive nature. This includes individual and organizational consequences such as cardiovascular disease and high absenteeism rates, which are associated with states of illness, decline, and death.
   Stress-provoking factors include:
   a. Physicobiological, diseases difficult to cure, physical disabilities, feel less attractive appearance.
   b. Psychological, negative thinking, hostility, envy, fines and the like.

      c.   Social: (a) disharmonious family life; (b) employment factors; (c) environmental climate.

Causes of Stress that are not from work:

1. Time-based conflict, conflict occurs because it balances the demands of time between work and household tasks, for example, women who play a dual role.
2. Strain-based conflict occurs when stress from the source overflows beyond the abilities that the person has, for example, the death of a husband or wife.
3. Role behaviour conflict, each employee has a role in the job. He is also required of an environment that sometimes contradicts the demands of the job.
4. Stress is due to the presence of individual differences.

Luthans (1992) divides the main causes (stressors) of stress into four important points, namely:

1. Extra organizational stressors, namely social/technological changes, family, relocation, economic and financial circumstances, race and class, and the state of the community/residence.
2. Organizational stressors, namely organizational policies, organizational structures, physical conditions in the organization, and processes that occur in the organization.
3. Group stressors, namely the lack of togetherness in the group, lack of social support, and the existence of intensive, interpersonal, and intergroup conflicts
4. Individual stressors, namely the occurrence of conflicts and uncertainty of roles, as well as individual dispositions such as Type A personality patterns, personal control, learned helplessness, self-efficacy, and psychological endurance.

In order for stress to be well controlled for both individuals and groups of organizations, it is necessary to follow these steps:

Coping (the process of managing demands/burdens both internally and externally) is influenced by two factors, namely:

1. Social Factors

Help from others who have closeness (parents, husband/wife, relatives or friends) to someone who is experiencing stress". Factors have four roles, namely:

a. As emotional support, namely the provision of an outpouring of affection, attention and care
b. As appraisal support, for example, the help of others to assess and develop an awareness of the problem at hand, including efforts to clarify and provide feedback on the wisdom behind the problem.
c. As informational support, through advice/direction and discussion on how to overcome or solve problems.

d. As instrumental support, for example, material assistance, such as: providing housing, lending money and accompanying visits to social service bureaus.

2. Personality

Various personality types are very influential on a person in coping when coping with stress. There are at least three types of personalities, namely:

a. Hardiness (fortitude, endurance) is a personality type characterized by an attitude of commitment, internal locus control and awareness of challenges.

b. Optimism, that is, the general tendency to expect good results or as expected.

c. Humorous is the tendency of an individual to liven up the atmosphere so that the organization runs well.

3. Always Think Positively (Positive Thinking)

Providing support to people to always think positively (positive thinking) can help them avoid excessive stress.

Excessive stress on the organization will result in collapse and damage to the organizational system order that has been built, so that all individuals with all the personal uniqueness they have in each of them, then prepare attitudes, mentality and personal competencies continue to be grown so that a bold nature is born so that will be able to have a positive effect on the organization. The key is only two as stress control, namely: being good at managing sosial and prioritizing positive thinking. With these two factors, it will strengthen work motivation in achieving maximum work.

CONCLUSION

The behaviour of the individual and its influence on the organization is inseparable from the management functions that overshadow it. Talking about organizations is a collection of people who have the same goal of actualizing the program to achieve the intended goals. The behaviour of each individual is very important to discuss since the individual will be able to determine the back and forth of an organization that is built. So, what affects individual behaviour towards organizations in this study is influenced by four variables, namely: first: psychology, second: sociology, third: anthropology, and fourth: politics. These four variables need to be strengthened in various ways, steps, division of positions in the organizational body in accordance with competencies, continuing to provide debriefing, training to avoid stress levels for individuals and groups, on the other hand carrying out management functions is a fundamental need in the organization, if all of these are carried out properly and systemized, then the goals of the organization will be achieved.

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