Change and stress

Productivity
Absence
Turnover
Satisfaction

Human output

Human resource policies and practices
Work design and technology

Organizational culture
Organization structure and design

Leadership

Group decision making

Communication

Group structure

Work teams

Other groups

Conflict

Power and politics

Intergroup relations

Biographical characteristics
Personality
Perception
Motivation

Values and attitudes

Ability

Individual learning

Individual decision making

Human input

Exhibit 1-8
Basic OB Model, Stage II

GROUP LEVEL

ORGANIZATION SYSTEMS LEVEL

INDIVIDUAL LEVEL