Organizational behavior is a modern form of business management study and research which examines how a company operates based on its hierarchy, employee relationships and leadership styles” (Lacoma, 2013, para 1). It incorporates both micro and macro organizational behavior elements. It includes many aspects of psychology and business as well as social aspects of human behavior.

Micro organizational behavior focusses mainly on individuals and group dynamics within an organization, or how employees might act both alone and in team settings (Lacoma, 2013). On this level, a lot of the individual focus is on rewarding employees in ways they will respond to and looking at their personalities to determine where they would be the best fit within departments and teams. Team studies are often done as part of micro organizational behavior research and within organizations; they can help determine the best ways to use, form and lead teams in a variety of settings (Lacoma, 2013).

Macro organizational behavior takes several steps back from the micro organizational level and looks at the company as a whole functioning unit. “It studies how organizations move in markets, and how their strategies regarding employees and leadership affect the performance of the entire organization” (Lacoma, 2013, para 3). This type of research looks at different forms of leadership that would potentially be the most beneficial for the individuals and teams within it. This may include more of a flat organizational structure with fewer levels of management over a complex business model or using a specific form of leadership style over another.

Both micro and macro organizational behavior looks at different levels of the organization. Micro organizational behavior looks at things from more of a granular level in terms of the individuals and teams within the company while macro organizational behavior looks at things from more of a bird’s eye view and high level that takes into account the micro organizational behavior aspects as well.

The main purpose of studying organizational behavior is to determine potential changes that could be made to improve the performance of the employees and the company as well as potentially increasing the company’s profits (Smith, 1999). On a micro level, the changes might include improving interpersonal communications among employees and teams as well as potentially exploring such aspects as negotiating skills and conflict resolution. On a macro level, the changes are higher level and focus more on aspects such as policy changes or business formation and may include governmental regulations, state requirements and the company’s own standards for behavior toward specific situations (Lacoma, 2013).

Reference

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