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*Manoj Kumar Rai*

# **Models of Organisational Behaviour**

*1- Autocratic Model*

*2- Custodial Model*

*3- Supportive Model*

*4- Collegial Model*

# 1. Autocratic Model:

- *In this model, the authority and power of the boss prevails. It refers to those bosses who are in command and power to demand. Under this model employees are supposed to obey the boss, not only respect him. The psychological outcomes of this model is that employees are dependent on their boss whose power is to 'hire,' 'fire' and 'perspire'. Autocratic Model assumes that employees have to be directed, persuaded and pushed to perform. The management, here is a think tank while employees have to carry out the decisions of the management.*

## **2.The Custodial Model:**

*Under the autocratic Model, employees work under strict control. They feel insecurity and frustration. Therefore, it was felt that there should be some way to establish and develop better employee manager relationship. The progressive manager, therefore, used custodial Model. But the application of this model needs funds.*

*Under custodial Model, employees are satisfied and happy but they are not strongly motivated. This is because of that this model depends upon money as the best way to motivate employees.*

# 3.Supportive Model:

*Supportive Model is the based on the “principles of supportive relationship” which depends upon leadership instead of authority of economic rewards. Through leadership, management provides an environment which help employees grow and accomplish.*

*Under this model, management support a the employees performance. In other words , we can say that This model takes care of some psychological needs of the employees.*

# 4. Collegial Model:

*The dictionary meaning of the word "Collegial" is "a body of persons have a common purpose".*

*Collegial Model is an extension of the supportive Model and is based on concept*

*Under this model, management considers the employees as partners. As a result, the employees feel themselves as useful to the organisation.*

*They feel that managers are also contributing, hence it becomes easy to accept and respect their roles in the organisation.*

# Reference

- *Dr. F C SHARMA*
- *Publication: S B P D*



**THANKYOU**