Unit 1 DB Lecture:

Welcome to our first Discussion Board of the term! This week, you will learn about organizational behavior management, or OBM. You have already learned about the fundamental principles of behavior analysis in previous behavior analysis classes. First, we will review behavior analytic and scientific approaches and how these approaches can be extended to modify behavior in organizations. You will learn how these principles can be applied to improve a variety of operations and staff performance in organizations. We will also discuss OBM and an important application of OBM, performance management, or PM. We will dive into current methods of managing individuals in organizations using a scientific, behavior analytic approach.

Behavior analysis, simply put, is the science of human behavior. Applied behavior analysis (ABA) involves the systematic manipulation of environmental variables to effect change in socially significant behavior, and experimentation is used to identify variables responsible for behavior change. These concepts focus on the principle that consequences differentially affect behavior. This means that if we can gain a full understanding of environmental events that occur before and after behavior, we can understand the function of a behavior. If we can understand the environmental influences on behavior and the function of behavior, we can change that behavior! These same principles apply to any behavior of an organism — from a salivating dog to a member of the workforce.

Since organizations depend upon the behavior of individuals, it is easy to see how one could apply these same principles to improve the operations of organizations through the science of OBM. OBM is guided by the same basic principles of ABA. Essentially, it extends the applications of behavior analysis to improve individual, group, and organization productivity, safety, and quality of work life. One specific and widely used application of OBM is performance management. PM provides a precise way of analyzing work and implementing systems that will also lead to ways in which performance can be maximized in organizations. PM is a practical approach that uses effective methods that are proven through the use of data.

One important concept to always keep in mind as you enter the world of OBM is that business is behavior. If organizations focus on shaping and building behavior, improvements will occur. Using the basic principles of behavior analysis, we can understand the world and, by extension, behavior. *Determinism* is the belief that the universe is lawful and orderly place and that all phenomena occur as the result of other events. From that philosophy, we derive *functional relations*. A functional relation exists when one event can be made to happen by manipulating another event. The phenomena of functional relations allows us a mechanism to change behavior!

Throughout the unit, you will be provided with specific examples of applications of OBM and PM in the real world. Think about the ways workplaces you have encountered could benefit from these principles and how these could be utilized in your future careers as behavior analysts.

Thank you for viewing your Unit 1 Discussion Board lecture! Happy Learning!