

Covid-19's Impact on Organizational Behavior and Norms

Ergasheva Mohizarkhon Gofurjon qizi

Student of Management at Andijan machine-building institute

Turgunboyev Ikromjon Imomiddin o'g'li

Student of Economics at Andijan machine-building institute

Abstract: It's known that value and norms in organizations are unwritten rules within the company, to regularize and control employees and their behavior.

The objective of this study is learning about how the covid-19's has impacted on the organization's social, appearance, work and resource norms within the company.

While writing this report, what are the organizational behavior and what might be the example of norms of any company, and how they affect you individual's life and they are behavior have been learnt.

And how pandemic has influenced these factors. It can be seen, learning the impact of covid-19 to the daily life as well as the impact to norms of organization will be helpful to analyze advantages and the disadvantages of coronavirus outbreak in the future.

In this focuses on the changes which are happening in social norms regarding to keeping social distance or greetings, changing clothing style and the impact of covid-19 to work norms and unemployment.

Keywords: covid-19, organizational behaviors and norms, unemployment rate, fashion, organizational structure, values, employees, flexible working environment, task-oriented activities, individual's performance,

Introduction

Nowadays covid-19 is the main topic of the world, Coronavirus outbreak has advanced rapidly, after being emerging in China and the pandemic has effected to ever field of our lives as well as the organizations. This project will be learning the effect of covid-19 to organizational behavior and norms. While writing the project some research have been done on the internet to learn impact of covid-19 and read books related to organizational norms. However, there have been some problems to clarify ideas on the project, because the pandemic was new and still staying covered for science which has not been fully discovered yet. As a result it has been found out that covid-19's impact can be seen in each norm of an organization, especially in social norms, because it can be obviously seen not only in organization, even outside of the organizations.

Materials and Methods

When it comes to theories and principles, the project is written according to the books that that have learnt before related to organizational behavior field. For example, below there have been given definition of Stephen Robbins as an example, and also to improve theoretical knowledge of readers the book organizational behavior by Jeff Harris, Sandra, and Hartman can be helpful. What are the organizational behavior and norms? If we look from the academic angle, organizational behavior is a field of study that investigates the impact that individual group and structures have on behavior within the organization for the purpose of applying such knowledge toward improving and organizational effectiveness. This definition was given by Stephen Robbins. In the daily life we can see that OB is how we behave ourselves in a group as an individual in our workplace and what is our attitudes toward different things, and how would work in our team or in our organization.

Now let's look at the organization norms, also can be called normative dimensions. This organizational Norms are needed to regularize organizational structure, interactions and the functions within the company.

The strategy that have been used to write the project, all the information have been collected from different books and websites. To find out some information and clear database, the book *Organizational behavior* written by K. Aswathappa have been learnt to find out what are the norms in the organization and their importance within the company. In addition to this, to get latest information an exact numbers to do main research on organizational behaviour and norms Futurelearn educational website, and Management Study HQ website which is all about the managing the company were helpful. While learning about Coronavirus

World Health Organization's(WHO) website were main provider for all necessary information. These book and the websites were really important for finishing project.

Discussion (result and outcomes) **Organizational Behavior and Norms**

We need organizational norms to know about our rights as well as the responsibilities, what are do's and don'ts for us, what we can do directly or indirectly, what activities are prohibited for us. Norms in organizations is this set of rules for human behavior, which help to work by sharing information correctly as usual and being socially expected in our workplace. Norm in an organization should be accepted by every group member, because it's sterile of conduct we should be established by employees, they are standard for everyone. They are the rules must be done and the standard of behavior. This teaches individuals how to behave in a particle group.

Every organization has different values, perceptions and expectations which are the base of organization norms and behaviors. From this we can see that the Norms which are being established within the company are all related to values of a company. If we look at a norms in an organization, it can be seen that there are four main types of norms in any organization, which are performance Norms appearance Norms social arrangement norms and the last one is resource allocation norms. All these norms Are rules and guidelines, which are given to us to define our day-to-day behavior at workplace. All the behavioral norms influence employees' habits, and make the workers more punctual to finish the given assignments within a given period of time, improve efficiency without losing our temper, and so on.

To start with *performance norms*, the norm can also be called work Norms, because this Norms are tasks related or task-oriented activities which help to regularize individuals performance and productivity on the way achieving to group task and goals. To these Norms we can add developing strategy for any assignment and accomplishing it to the project, dividing work and responsibilities, evaluating employees capabilities to different tasks and assigning job according to what tasks is fit for them, monitoring the process and while waiting the task and clarifying the goal.

The second norm is name an *appearance norm*, from the name of the norm it can be known that, it is all about your clothing style. What kind of dress you wear to work, which kind of closes are fit you while you are on workplace, what you should wear during the sport activities, or for dinner. This norm informs us how we should look at our workplace or where and when, how should be individual's physical appearance, what kind of fashion, clothing style, hair style is fit to your job.

The next is *social arrangement norms*, this norm is came to us because of some reasons and all about how we act in social settings. First and foremost reason is compliance. Why? It might be described in a simply way that people sometimes are afraid of to be punished, that's why they follow social norms. On the other hand, the rest of the people, who tried to follow this norm, are willing to being motivated by following and supporting some social group norms. Another reason is identification, this kind of support happens when some people find that supporter of any norm are attractive rather than them, these individuals are also try to support this norms and to be attractive as them. For example, if some lower-level manager has been recently promoted, that manager tries to be as his or her boss, in other words, that person admires to higher level manager. They try to wear clothes as them, want to speak in a way his boss speaks, even behave as their boss. The last reason is sometimes people support social norms, not because of admiring someone or being afraid to be punished it, just their beliefs, values and attitudes are fit to these social norms.

The last important norm which we may face in the organization is *resource allocation norms*, sometimes this Norms significance is higher than others, because it's all about have to allocate resources within the company. We have to focus on how to distribute the things that are belong to us. It might be raw materials or the tasks, which should be given, sometimes it might be distributing time for activities within the company or outside of it. By establishing this Norms in organizations we learn how to do fair distribution and achieve our objectives in a positive way.

Covid-19 And Its Impact To Organizational Norms

COVID-19 has changed our world to the different site, has Influenced to every field of our life, in other word, it has made significant changes in people's life. If we speak as a business person, it has impacted to

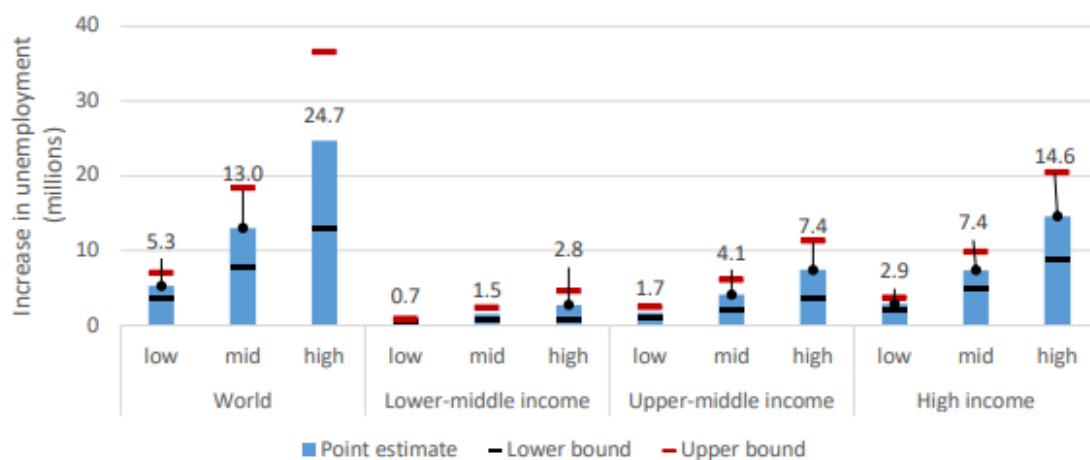
the organizations also, they might be educational, production producing or service, all are affected by COVID-19. Covid-19 has started in 2019 in Wuhan, China since that it turned it to be global disease and emergency around the world.

The impact of COVID-19 can be seen in organizational behavior and the norms as well. Following the project tells impacts of COVID-19 in each norms of an organization. As we know these norms are informal rule of behavior in any organization, and because of disease our social position has changed.

To start with social arrangement, why starting with this norm, because the impact of the disease can be seen obviously in this sphere. The first impact of COVID-19 can be seen by social distancing. We know in some societies they have social distancing, but not all the countries had this kind of norm or value in their culture, if we give an example in US people try to keep distance at least one meter. And now because of the pandemic every individual should keep distance to keep themselves healthy, because as we know the disease might be spread around 2 meters from sick person to healthy one. In addition to this, type of greeting can be good example for social norms. shaking hands, which was the normal type of greeting. Instead of it people are trying to use elbow bump, the Namaste hand prayer as a greeting.

As it's known performance in the organization is all about allocating the task in a fair way. Because of the pandemic, nearly all the organizations had to be closed for a period of time, of course it was up to the country and how situation was good or bad in country. The bad effect of pandemic the regarding to work is the increasing of unemployment around the world, because about 30 million people lost their job in the first 6 weeks of pandemic. But it is not the end, unemployment rate increased as well as the pandemic become more serious.

Figure 1: Impact of declining global growth on unemployment based on three scenarios, world and income groups (millions)



Note: The figure shows the estimated unemployment impact based on three GDP growth scenarios simulated by McKibbin and Fernando (2020). The error bounds present the range of uncertainty stemming from the unemployment projection model but taking the GDP growth scenario as given.

Some traditions have lost their value, or its importance. Let's take a business traveling, when one company wants to make a contract with another one they always had business travels, and when one company with to another day try to be polite and nice to their visitors. Maybe we will not see this idea in the future because all the business meetings are being conducted by online programs, Zoom and Google meeting or a Google class are might be examples for these kind of programmers. Employees workplace from the office turn into their houses. People start working in their dining room and sometimes on their beds

Another effect of covid-19 to performance Norms is about standard office hours which is from 9 to 5. Workers have started working flexible hours, even though some companies had already given chance to the employees to work with flexible hours, after the covid-19 outbreak every organization had to establish it as a new norm for employees in their organization employees.

When it comes to the appearance Norms, we must mention that the masks have become the most important thing, which should be in everyone's wardrobe during the pandemic and maybe after pandemic also. People are required to wear face masks and gloves when they go outside, or when people are in a crowd. These rules, wearing masks and gloves might be compulsory in offices also, and they maybe produced in an innovative way which will be more productive, comfortable and stylish. You can see that sensation companies have already started changing the style of their product, and adding face masks which are fit to their products. Even in some cases you can see bride's wedding dress with wear masks.



<https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.bbc.com%2Fnews%2Fin>



<https://www.forbes.com/sites/stephanr-abimov/2020/04/27/20-fashion->

We told that resource allocation should be fair all the time. While distributing the task and the resources we take employees' ability into the consideration. During the coronavirus outbreak it changes somehow, it had good and bad effect on the organization at the same time. Let me start with the good site, in the past there were many workers who willing to work pads because of the time limitation they could not work as they wanted, now when did employees start working from their house it gave them chance working as much as they want. Especially women had this kind of problem. On the other side some people have lost their job because of the pandemic, there were middle-level managers, who were important in the organization as a distributor of tasks to lower-level employees. Now all the sites have improved and the companies have started working online with each of their workers. These factors changed the type of allocation of resources within the organization.

Conclusion

In conclusion, it can be obviously seen that coronavirus outbreak has affected to individual's both personal and interpersonal behavior, values and norms related to our performance, social interactions which are related to the organization, and outside of organizations. From the researchers we can elevate the advantages and the disadvantages of the pandemic to organizations and their norms. People have started acting accurately with keeping distance, and each individual has got the chance working from house without going to office those factors, which have changed the resource allocation norms. On the other hand the covid-19 has made rapidly change in term of producing and fashion industry. It has increased the rate of unemployment all over the world.

In the future scope of the project, it is not clear what will happen in the future. Maybe it will change to positive side, on the other hand it might get worse. World Health Organization is still trying to analyze and control the outbreak, maybe incoming future we all go back to our workplaces as it was in the past, continue our job or vice versa, because of you pandemic we may established some new rules and norms in organizations to keep employees healthy.

References:

1. Google.com. 2020. Redirect Notice. [online] Available at: <<https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.bbc.com%2Fnews%2Fin-pictures-52150028&psig=AOvVaw1Jt6thXfrXrEE1aneM-ZWz&ust=1593281018872000&source=images&cd=vfe&ved=2ahUKEwipzcO6iKDqAhXWuSoKHesGB7YQr4kDegUIARC1AQ>>
2. Gisanddata.maps.arcgis.com. 2020. *Arcgis Dashboards*. [online] Available at: <<https://gisanddata.maps.arcgis.com/apps/opsdashboard/index.html#/bda7594740fd40299423467b48e9ecf6>>
3. Management Study HQ. 2020. *What Are Group Norms And Types Of Group Norms*. [online] Available at: <<https://www.managementstudyhq.com/types-of-group-norms.html#:~:text=Group%20norms%20are%20the%20informal,by%20all%20the%20group%20members.&text=This%20predictability%20of%20behavior%20also,of%20cohesiveness%20within%20the%20group.>>>
4. Courtney Connley, J., 2020. *13 Ways The Coronavirus Pandemic Could Forever Change The Way We Work*. [online] CNBC. Available at: <<https://www.cnbc.com/2020/04/29/how-the-coronavirus-pandemic-will-impact-the-future-of-work.html>>
5. <https://www.forbes.com/sites/stephanrabimov/2020/04/27/20-fashion-brands-getting-most-creative-with-coronavirus-face-masks/>
6. Ilo.org. 2020. [online] Available at: <https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/briefingnote/wcms_738753.pdf>
7. ESICM. 2020. *Resource Allocation During COVID-19 Pandemic: Ethical Values And Recommendations - ESICM*. [online] Available at: <<https://www.esicm.org/resource-allocation-during-covid-19-pandemic-ethical-values-and-recommendations/>>
8. Google Books. 2020. *Organizational Behavior*. [online] Available at: <<https://books.google.co.uz/books?id=SK50UyMvE4IC&pg=PA100&lpg=PA100&dq=organisational+behavior+and+norms&source=bl&ots=IKDNzMM45i&sig=ACfU3U1wd-iy7tq-F3GpZyCnt5M1rC3n-g&hl=ru&sa=X&ved=2ahUKEwi6-tjqtkHqAhVCyaYKHaYfC50Q6AEwGnoECAkQAQ#v=onepage&q=organisational%20behavior%20and%20norms&f=false>>
9. Who.int. 2020. Coronavirus. [online] Available at: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019?gclid=EAIaIQobChMIm4Ku5Nih6gIVQqMYCh3p3QtJEAAAYASAAEgJPtPD_BwE>