
The pivotal role of corporate and organizational behaviour in Global management – a study

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Abstract

This paper explores how to achieve the tenets of successful life in corporate and organisational behaviour study of global business management practices; Notwithstanding the adverse risks of communication in Business management as well as pressures of inability and ambiguity life skills. This paper aspires to relate organisational behaviour and corporate as one of the crucial elements in determining one's sustainable personal and professional growth by focussing on the ways to improve in any matter of communication that concerns an individual's life in all respects. In the world of global management, corporate and organisational behaviour should be learnt to practice. This knowledge leads to mastery over self-discipline. Self-discipline shall be taught and learnt properly. Further practise OB continuously for standards of managerial skills. Organisational behaviour embodies good language skills and the study of personality and comprehend the traits of human beings. Hence, English Language is popularly known as **empire** in the world. **Empire does the matter!** English Language has become a lingua franca in the world. This paper demonstrates the corporate and organisational behaviour which are the business insights for any kind of sustainability in human goals. In an era, significant period of thousands of centuries in the history of business management, till present modern digital based society, the successor is **evolution of Life-skills**. Organisational behaviour interferes human motivation, managing, predicting behaviour to positive culture, enhance leadership, resolve conflict and emotional intelligence. Unless we study and comprehend this structure of thought in business management, we become sluggish and irrelevant and cut sorry figure in our professionalism of business management. This paper there upon examines to rendezvous which are interrelated as far as corporate and the communications of global management.

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Introduction:

The corporate world is the ecosystem of legally incorporated businesses – public and private companies – that operate for profit, employ workers, and interact with markets, governments and civil society. It encompasses structures, behaviours, incentives and institutions that shape how organisations are formed, managed and regulated at scale.

Global Management:Global management is the strategic coordination of business operations, resources, and teams across national borders, focussing on navigating cultural, legal, and economic differences to achieve international access. It involves balancing global standardization with local adaption to optimize performance, manage diverse talent, and foster sustainability.

Whether it is corporate world or global management, English language plays pivotal role to strengthen the profession and keep us a successful life. If you thought everyone in the corporate world spoke your language, think again. The business world's language is one subtlety, filled with euphemisms and pet phrases to cleverly disguise what people actually mean. Because you wouldn't visit a foreign country without a pocket translator, I've provided one here for your convenience that covers **office Lingo**. Study these basic phrases at the beginning of your journey, and you'll be talking like a native in no time.

Decoding office Lingo:

1. **Phrase:** *"I've got too much on my plate"*

What it means: This person has too much work to do or is trying to look like she has too much work to do, so someone else will have to take on any new assignments.

2. **Phrase:** *"I just wanted to close the loop."*

What it means:This person has made progress on an issue you were involved in and is, thankfully, keeping you informed

3. **Phrase:***"Lits's assess the team's bandwidth."*

What it means:This person is trying to find out how much work everyone has to do, probably so she can delegate a new assignment to the person who is least busy.

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4. **Phrase:**“You and I are not on the same page.”

What it means: This person does not agree with you or there is a communication breakdown regarding the best way to proceed with a project

5. **Phrase:** “I’ m in crisis mode.”

What it means: The person is stressed about a matter that may or may not be urgent. Either way, she does not want to be bothered.

6. **Phrase:** “I’m just calling to touch base.”

What it means: This person wants to give you an update on a project or needs to ask you to do something for her.

7. **What it means:** This person wants you to take action to ensure that you are not blamed for something

8. **Phrase:**“Don’t forget CYA.”(aka “Cover Your Ass”)

What it means: This person is indicating to you that you will be held accountable for whatever information she is about to impart

9. **Phrase:** “We’re going to have to think outside the box.”

What it means: This person has received instructions from higher up to make sure that a great deal of thought goes into a project, and the pressure is on you to come up with something creative that is different from what has always been done.

10. **Phrase:**Someone dropped the ball.”

What it means: This person is absolving responsibility for a failing project and is implicating someone else’ on the team. Hopefully the “someone else” isn’t you.

11. **Phrase:**“You’re on the fast track.”

What it means: This person is telling you that you have great potential and will probably be promoted quickly.

12. **Phrase:**“Better keep this on your radar screen.”

What it means: This person is implying that she plans to forget what she is about to tell you as soon as she is responsible for keeping it top of mind and following up appropriately.

13. **Phrase:**“Let’s leverage this best practice to add value and impact our bottom line.”

What it means: Whoa, a quadruplewhammy! You’ll usually find jargon-filled sentences like these in strategic documents, such as business plans. For simplicity’s sake, let’s break this one down:

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Leverage = recycle previous work

Best practice = how everyone else is doing it

Add value = justify a program's existence

Impact bottom line = make money

So, in other words: "We must take advantage of the fact that someone has already come up with a working concept that everyone in the company buys into. You should use this concept to convince the higher-ups that your project will make the company money.:

Global Management- Organisational behaviour

Definitions of organisational behaviour:

1. Organisational behaviour is the systematic study of the nature of organisations; How they begin, grow and develop, and their effect on Individual members, constituent groups, other organisations, and large institutions. – **Joe Kelly**
2. Organisational behaviour is an academic discipline concerned with understanding and describing human behaviour in an organisational environment. It seeks to shed light on the whole complex human factor in organisations by identifying causes and effects of that behaviour. –**Keith Davis**
3. Organisational behaviour is a field of study that investigates the impact that individuals, groups, and structure have on behaviour with in organisations for the purpose of applying such knowledge towards improving an organisation's effectiveness. –**Robbins**

Organisational behaviour involves the study of the progress of organisation as well as human behaviour with which all progress is embodied. Behaviour is connected to the personality of human beings. Personality is defined as the dynamic, unique, and relatively stable organization of an individual's psychophysical systems – encompassing behaviours, thoughts, emotions, and attitudes – that determine their adjust to the environment. It is the total, holistic, and characteristic pattern of a person's behaviour, not just outward appearance. Allport 1961, Weiberg & Gould 1999 and Cattell 1967 stated:

1. Personality is the dynamic organisation with in the individual of those psychophysical systems that determine his characteristics behaviour and thought –**Allport(1961)**

2. The characteristics or the blend of characteristics that make a person unique ---**Weinberg & Gould (1999)**
3. Personality is that which permits a prediction of a what a person will do in a given situation ---**Cattell (1967)**

Behaviour is that which has been practised in the culture in which they are born and brought up. This core examination of the behaviour should be understood very carefully. Otherwise, one cannot cope up with the difference of adoptability. If our behaviour is not in good traits, immediate self-analysis should be done and learn what is the group behaviour in the organisation? Organisation expects the mandate of good traits from all employees. Good traits are good behaviour. As Allport says; Psychophysical systems that determine characteristics of our behaviour and our thoughts. Absolutely right Allport. With in an individual that determine to learn good behaviour and practise it continuously in our profession. Think of what an accuracy in the words of Weinburg and Gould, the blend of characteristics that make person unique in his behaviour. Humans must learn how to overcome dominion, jealousy, hatred, conspiracy, gossip, meaningless criticism, over react attitude, rubbish politics, caste politics, regional politics, spy roles etc... This kind of adaptability is required for learning life skills and professional practice. In the world of business management, achieving business insights are based upon good behaviour and good communication skills. We now examine how life skills do function in the organisation.

Human societies, Life skills and organisational behaviour

Life skills are a cognitive study in the human society. The term 'life skills' is not recent origin, yet of late it has come to be popularly used in the context of emerging health issues for young people in different parts of the world. These life skills are interrelated with organisational behaviour and corporate jobs etc. Life skills are essentially individual abilities that help in promoting mental well-being and competence in young people to deal with the various situations in life---the pleasant as well as harsh realities of life---by strengthening them from within so that their acceptance in a socio-cultural framework is high

we can say that life skills are 'people skills' backed by our emotional and social intelligence that help us to behave in a socially acceptable manner and adapt ourselves to a social environment so that others are comfortable in our company and vice versa. All humans are perfectly responsible to their behaviour. If humans don't

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learn the study of society and societal etiquettes properly, they are certainly held responsible to the consequences to their failure future of cyclothymic status. Therefore, In spite of all studies of human behaviour, Life skills are most valuable for successful life.

In short, our life skills determine:

- our ability to function harmoniously with others
- our openness to learning new ideas
- our tolerance to not-so-pleasant situations and differences in opinions
- our readiness to accept people from different cultures
- our willingness to make things work in our personal and professional life
- our ability to manage our own emotions
- our ability to manage others by mapping their mood
- our ability to manage a situation by weighing its sensitivity and attuning our actions accordingly. (Development of Life skills: Page 4)

Keeping this in mind, we can say that these skills have a bearing on our intellectual (or cognitive) skills determined by our IQ (intelligence quotient) as well as on our people (or non-cognitive) skills reflected by our EQ or EI (emotional quotient ofemotional intelligence) and SI (social intelligence) and the study of human behaviour. To cut the long story short, the three broad areas of these skills are:

1. **Rational abilities:** These simply mean the abilities to understand a problem and then to find a way to effectively solve it. These abilities can be improved through a series of aptitude-centric teaching and trainings.
2. **Personal qualities:** Do you take personal initiative? Are you consideredresponsible? Do you take accountability seriously? What about your self-esteem? Are you sociable and socially sensitive? Do you adapt well? How about self-management with integrity and honesty in personal-professional set-ups? The answers to these questions determine the presence or absence of a number of personal qualities.
3. **People skills:** These include your ability to participate as a member of a team, act like a leader when the situation demands, negotiate, and work with ease even with people who come from different socio-economic and cultural backgrounds. Page 5.

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Conclusion:

Three basic perceptions, I regarded in this paper. Corporate, organisational behaviour and Life skills. These three concepts are connected to the foundation of English Language skills. As Education is the modification of behaviour, acquisition of the art of the utilisation of knowledge. Great Mathematician Philosopher, **Alfred North Whitehead** put his statement in this way: Education is the acquisition of the utilisation of knowledge. **White head** focussed here application of knowledge. Whether in global management or in corporate jobs, any kind of dialogues of national and international businessmanagement, mostvaluable power is passion. Love for wisdom teaches learning and Practising. Exercising our skills of English to communicate effectively in the organisation and achieving the absolute thought over societiesandtheir function. English Language serves as a vital bridge for cultural exchange and a primary tool for accessing global information. English Language is the ‘**empire**’ of the world. English Language is the most widely spoken language worldwide, functioning as the primary language of international diplomacy, air traffic control and the internet. Yes, English Language skills do the matter!

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