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Dr. Phillips was also the founding co-editor of the Organizational Behavior/Human Resource Management series for Business Expert Press. She has taught classroom and hybrid classroom/online courses in strategic human resource management, organizational behavior, staffing, and teams and leadership in the United States, Iceland and Singapore.

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Definition • The study of human behavior in organizational settings, the interface between human behavior and the organization, and the organization itself (Moorhead and Griffin 1995). •Organizational Behavior is the systematic study of the actions and attitudes that people exhibit within organizations (Aquinas 2006).

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The relationship can be stated as follows, $P=f\{M, A \text{ and } E\}$ P =Performance M= Motivation A= Ability E= Environment (Moorhead & Griffin, 2000) The Motivational Framework Current thinking on motivation rests on the concepts of need deficiencies and goal-directed behaviors. The starting point in the motivational process is a need.

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