

# Organizational Behavior Management:

## An introduction to the science of behavior in the workplace

*Douglas A. Johnson, Ph.D.*





**Too many people would like to  
escape work**





Aren't some jobs  
just **boring?**



A close-up photograph of a soccer player's foot in a black cleat with yellow studs, resting on a white and black soccer ball on a green field. The background is a blurred stadium filled with spectators under bright, warm sunlight.

Most sports,  
games,  
and hobbies are  
really boring  
when you look at the  
actual activities



The surrounding context keeps the repetitive tasks from being boring



**Work could be designed to be  
just as exciting and rewarding**





**But it normally isn't**



# Finding the fabled perfect employee





**I'm running a  
business, not  
a daycare**





The constant threat to  
lose standard of living



**Ignore employees in  
general and rely on  
aversive control when  
things go wrong**





Repeat as  
necessary:  
Louder, longer,  
meaner, fired.



Outcome: Bare minimum investment  
into job—avoid the boss and do just  
enough to not get fired or yelled at





**“You can’t  
measure my job!”**



# The endless fads that fade away



# A better way of managing the workplace contingencies





**Precision in  
our antecedents**



Contingent rewards:  
Requires monitoring  
and frequent delivery





# Connecting the ABCs of OBM to achieve our goals



Antecedents  
Behaviors  
Consequences

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It is a question of making sure the contingencies are for everybody, from the worker to the person who owns the system and is getting his profits out of this, not to mention how much this is contributing to the good of the culture as a whole. – *B. F. Skinner (1972)*

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## *THANK YOU*

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