

# **EFFECT OF ORGANIZATIONAL BEHAVIOR ON THE DEVELOPMENT OF A NEWLY GRADUATED PROFESSIONAL**

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## **ABSTRACT**

Organizational behavior and professional development are parallel subjects that goes hand in hand in the modern context. It is found that in current market organizations prefer professionals who are more in tune with their organization rather than the most academically enhanced individual. Due to that reason the new graduates not only need to be academically excellent but also in par with the organizational skills to have an advantage in the job market. In this research, it is provided how these organizational behavioral aspects have an effect on the development of the new graduates. The data for the research was collected through literature review, questionnaire survey and semi structured interviews. A quantitative analysis was used for this study. In the analysis the relationship, impact from these organizational behavioral aspects to the development was studied and the importance of the undergraduate internship period was also identified. Findings are provided of the effect organizational behavior has on development of graduates in Sri Lanka. Recommendations suggest ways on how to enhance employees' organizational environment and to bridge the gaps in between the internship and the academic works.

**Key words** – *Built Environment Professional Development, Organizational behavior, Internships, construction Industry*