

KL UNIVERSITY
KLU Business School (KLUBS)
SEMESTER -1

MBAC 107 – Organizational Behaviour

UNIT-I: Introduction: Organizational Behavior – Emergence of OB as a discipline: Contribution of Hawthorne studies to OB, Contributing Disciplines to the OB field; Nature and Scope of OB; Significance of OB; Challenges and Opportunities for OB.

UNIT-II: Foundations of Individual Behavior: Personality- Personality determinants; Personality traits: The Big Five Model, Major personality attributes influencing OB; Theories of personality; Values – Types of Values; Learning- Theories of learning; Principles of learning; Attitudes – Source of attitudes; Types of Attitudes, Attitudes and consistency – Cognitive Dissonance theory.

UNIT-III: Perception- Perceptual process; Factors influencing Perception; perceptual distortion; Linkage between perception and individual decision making; Motivation – Theories of Motivation – Hierarchy Needs Theory – Two-Factor Theory – Expectancy Theory; Applications of Motivation; Stress – Causes and consequences of stress; Stress management.

UNIT-IV: Foundations of Group Behavior: Groups – Nature of groups; Types of groups; Stages of Group Development; Group Cohesiveness; Group Decision-Making; Leadership – Nature; Theories of leadership: Trait Theories, Behavioral Theories and Contingency Theories; Conflict Management- Transactions in conflict thought; Functional versus Dysfunctional conflict; The Conflict process; Conflict Management.

UNIT-V: Organizational Culture and Change Management: Nature; Culture’s Functions; Creating and sustaining Organizational Culture; Forces for change ; Resistance to change; Approaches to Managing Organizational Change – Lewin’s Model – Kotter’s Plan for Implementing Change; Organizational Development – Techniques of organizational development.

Text Books:

1. Robbins, Stephen, & Sanghi, S. “Organizational Behavior” Pearson Education. 2008.
2. Mc Shane & Von Glinow, “Organizational Behavior”, Mc Graw Hill Publications, New Delhi, 2008

Reference Books

1. Aswathappa, Organizational Behaviour, Himalaya Publishing House, 2008.
2. Fred Luthans, Organizational Behaviour, Prentice Hall, 2007.
3. Laurie J. Mullins, Management and Organisational Behaviour, Oxford Publishers, New Delhi, 2007.
4. Udai Pareek “Organizational Behavior”, Oxford Publishers, New Delhi, 2008