

Course Name: Organizational Behaviour

Course Code: 15MB51C5

Semester I / Year I

L-T-P : 3-0-0

Credits : 3

COURSE OUTCOMES

After completion of this course, the student will be able to

1. Ability to manage people with an understanding of Individual behavior.
2. Ability to manage groups with an understanding of the Group behavior and leadership.
3. Ability to motivate and in competitive business environment.
4. Ability to perceive organizational culture and implement organization Change and Development interventions.

SYLLABUS:

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.

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; 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; Attitudes – Source of attitudes; Types of Attitudes, Attitudes and consistency – Cognitive Dissonance theory. Learning- Theories of learning; Principles of learning; 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. Stress – Causes and consequences of stress; Stress management.

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.

RECOMMENDED TEXT BOOK

1. Robbins, Stephen, Timothy, A & Vohra, N. "Organizational Behavior", 14th Ed., Pearson Education. 2012.

REFERENCE BOOKS

1. Mc Shane & Von Glinow, "Organizational Behavior", 7th Ed. Mc Graw Hill Publications, New Delhi, 2014
2. Fred Luthans, Organizational Behaviour, 12th Ed., Prentice Hall, 2011.
3. Jerald Greenberg & Robert A Baron, Behavior in Organizations, 9th Ed., Printice Hall India, 2010.
4. Quick, Nelson & Khandelwal, Organizational Behavior – A South-Asian Perspective, 7th Ed., Cengage Learning, 2013.