

MING -106
ORGANIZATIONAL BEHAVIOUR
Credit- 3: Class Hours - 35

Objectives:

1. To develop an understanding of the behavior of individuals and groups inside organizations
2. To enhance skills in understanding and appreciating individuals, interpersonal, and group process for increased effectiveness both within and outside of organizations.\
3. To develop theoretical and practical insights and problem-solving capabilities for effectively managing the organizational processes.

Module-I : Fundamentals of OB: Definition, scope and importance of OB, Relationship between OB and the individual, Evolution of OB, Theoretical framework (cognitive), behavioristic and social cognitive), Limitations of OB, Models of OB

Module II : Attitude: Importance of attitude in an organization, Right Attitude, Components of attitude, Relationship between behavior and attitude, Developing Emotional intelligence at the workplace, Job attitude, Barriers to changing attitudes.

Personality and values: Definition and importance of Personality for performance, The Myers-Briggs Type Indicator and The Big Five personality model, Significant personality traits suitable to the workplace (personality and job – fit theory), Personality Tests and their practical applications.

Perception: Meaning and concept of perception, Factors influencing perception, Selective perception, Attribution theory, Perceptual process, Social perception (stereotyping and halo effect).

Motivation: Definition & Concept of Motive & Motivation, The Content Theories of Motivation (Maslow's Need Hierarchy & Herzberg's Two Factor model Theory), The Process Theories (Vroom's expectancy Theory & Porter Lawler model), Contemporary Theories – Equity Theory of Work Motivation.

Module- III: Foundations of Group Behavior: The Meaning of Group & Group behavior & Group Dynamics, Types of Groups, The Five – Stage Model of Group Development.

Managing Teams: Why Work Teams, Work Teams in Organization, Developing Work Teams, Team Effectiveness & Team Building.

Leadership: Concept of Leadership, Styles of Leadership, Trait Approach Contingency Leadership Approach, Contemporary leadership, Meaning and significance of contemporary leadership. Concept of transformations leadership. Contemporary theories of leadership. Success

stories of today's Global and Indian leaders.

Module – IV: Organizational Change: Meaning, Definition & Nature of Organizational Change, Types of Organizational Change, Forces that acts as stimulants to change.

Implementing Organizational Change : How to overcome the Resistance to Change, Approaches to managing Organizational Change, Kurt Lewin's-Three step model, Seven Stage model of Change & Kotter's Eight-Step plan for Implementing Change, Leading the Change Process, Facilitating Change, Dealing with Individual & Group Resistance, Intervention Strategies for Facilitating Organizational Change, Methods of Implementing Organizational Change, Developing a Learning Organization.

Module – V: The concerned faculty shall have the liberty to define the course contents under this module and teach students accordingly.

Books:

- a. Organizational Behaviour, K. Awathappa,HPH
- b. Understanding Organizational Behaviour, Parek, Oxford
- c. Organizational Behaviour, Robbins, Judge, Vohra, Pearson.
- d. Organizational Behaviour, VSP Rao, Excel
- e. Introduction to Organizational Behaviour, Moorhead, Griffin, Cengage.
- f. Organizational Behaviour,Hitt, Miller, Colella, Wiley
- g. Organizational Behaviour, Kabita Singh , Vikas