

<b>FHMF309</b>	<b>Organizational Behaviour</b>	<b>3-0-0</b>	<b>3</b>
----------------	---------------------------------	--------------	----------

**Module I [10 hours]:** The study of Organizational Behaviour : Definition and Meaning, Why Study OB Learning – Nature of Learning, How Learning occurs, Learning and OB. Foundations of Individual Behaviour : Personality – Meaning and Definition, Determinants of Personality, Personality Traits, Personality and OB. Perception – Meaning and Definition, Perceptual Process, Importance of Perception in OB. Motivation – Nature and Importance, Herzberg’s Two Factor Theory, Maslow’s Need Hierarchy Theory, Alderfer’s ERG Theory, Evaluations.

**Module II [10 hours]:** Organizational Behaviour Process : Communication – Importance, Types, Gateways and Barriers to Communication, Communication as a tool for improving Interpersonal Effectiveness, Groups in Organizations – Nature, Types, Why do people join groups, Group Cohesiveness and Group Decision-making Managerial Implications, Effective Team Building. Leadership-Leadership & Management, Theories of Leadership-Trait theory, Leader Behaviour theory, Contingency Theory, Leadership and Followership, How to be an effective Leader, Conflict-Nature of Conflict and Conflict Resolution. An Introduction to Transactional Analysis (TA).

**Module-III [10 hours]:** Organization : Organizational Culture – Meaning and Definition, Culture and Organizational Effectiveness. Introduction to Human Resource Management-Selection, Orientation, Training and Development, Performance Appraisal, Incentives Organizational Change – Importance of Change, Planned Change and OB techniques. International Organisational Behaviour – Trends in International Business, Cultural Differences and Similarities, Individual and Interpersonal Behaviour in Global Perspective.

**Essential readings:**

1. Keith Davis, Organisational Behaviour, McGraw-Hill.
2. K.Aswathappa, Organisational Behaviour, Himalaya Publishing House.
3. Stephen P. Robbins, Organisational Behaviour, Prentice Hall of India
4. Pradip N. Khandelwal, Organizational Behaviour, McGraw-Hill, New Delhi.
5. Uma Sekaran, “Organizational Behaviour”, TATA McGraw-Hill, New Delhi.
6. Steven L McShane, Mary Ann Von Glinow, Radha R Sharma” Organizational Behaviour” , TATA McGraw- Hill.
7. D.K. Bhattachayya, “Organizational Behaviour”, Oxford University Press
8. K.B.L.Srivastava&A.K.Samantaray, “Organizational Behaviour” India Tech.