

POB4E003 ORGANIZATIONAL BEHAVIOUR

Credit- 3 Class Hours - 40

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.

Unit	Contents	Class Hours
01	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.	6
02	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.	10
04	Organizational Culture : Meaning & Definition of Organizational Culture, creating & Sustaining Organizational Culture, Types of Culture (Strong vs. Weak Culture, Soft Vs. Hard Culture & Formal vs. Informal Culture), Creating Positive Organizational Culture, Concept of Workplace Spirituality.	8
05	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.	7

Reference Books

1. *Understanding Organizational Behaviour*, Parek, Oxford
2. *Organizational Behaviour*, Robbins, Judge, Sanghi, Pearson.
3. *Organizational Behaviour*, K. Awathappa, HPH.
4. *Organizational Behaviour*, VSP Rao, Excel
5. *Introduction to Organizational Behaviour*, Moorhead, Griffin, Cengage.
6. *Organizational Behaviour*, Hitt, Miller, Colella, Wiley.