

IMN401:ORGANIZATION BEHAVIOUR

Module-I : Fundamentals of OB: Definition, scope and importance of OB, Evolution of OB, Theoretical framework (cognitive), behavioristic and social cognitive), Models of OB.

Module II : Attitude: Components of attitude, Relationship between behavior and attitude, Job attitude.

Personality and values: Concept of Personality, The Myers-Briggs Type Indicator and The Big Five personality model, Personality and job – fit theory, Personality Tests. Concept and type of values,

Perception: Meaning and concept of perception, Selective perception, Attribution theory, Perceptual process, Perception errors.

Motivation: Concept of 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, Developing Work Teams, Team Effectiveness & Team Building.

Module - IV: Organizational Change: Meaning and types of Organizational Change, Resistance to Change, Approaches to managing Organizational Change, Kurt Lewin's-Three step model, Learning Organization.

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