

HSSM 3205 **Organizational Behaviour**

Module I :

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 :

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 Follower ship, How to be an effective Leader, Conflict-Nature of Conflict and Conflict Resolution. An Introduction to Transactional Analysis (TA).

Module-III :

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.

Text Books :

1. Keith Davis, Organisational Behaviour, McGraw-Hill.
2. K.Aswathappa, Organisational Behaviour, Himalaya Publishing House.

Reference Books :

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