

ORGANIZATIONAL BEHAVIOR

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 behavior. 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 Followership, 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. Organizational Behavior: Human Behavior at Work by J W Newstrom and K Davis, McGraw-Hill.*
- 2. Organisational Behaviour: Text, Cases & Games, 11th ed. by K Aswathappa, Himalaya Publishing House.*

REFERENCE BOOKS:

- 1. Organizational Behavior, 15th ed. by S P Robbins, T A Judge, and N Vohra, Pearson.*
- 2. Organizational Design for Excellence by P N Khandwalla, McGraw-Hill.*
- 3. Organizational Behaviour: Text and cases, 2nd ed. by U Sekaran, McGraw-Hill.*
- 4. Organizational Behavior: Eemerging knowledge and practice for the real world, 5th ed. by S McShane, M A V Glinow, and R Sharma, McGraw-Hill.*
- 5. Organizational Behaviour, 2nd ed. by D K Bhattachayya, Oxford University Press.*