

ORGANIZATION THEORY AND BEHAVIOR

Course Code: MCO 101

Credit Unit: 04

Course Objective:

The objective of the course is to develop a theoretical understanding among students about the structure and behaviour of organization as it develops over time. The course will also make them capable of realizing the competitiveness for firms.

Course Contents:

Module I: Introduction to Organizational Theories and Behaviour

Organizational Theories and Behaviour: Classical, Neo -classical and Contemporary. Formal and informal structure. Flat and Tall structures. Bureaucratization of organizations. Individual Behaviour: Foundations of individual behaviour

Module II: Group Decision making and Communication

Group Decision making and Communication: Concept and nature of decision making process, Individual versus group decision making, Nominal group technique and Delphi technique, models of communication, communication effectiveness in organizations. Feedback, TA, Johari Window.

Module III: Motivation

Motivation: Need hierarchy, Maslow's Need Hierarchy, Two factor theory, Contemporary theories of motivation (ERG, Cognitive evaluation, goal setting, equity) expectancy model. Behaviour modification, Motivation and organizational effectiveness.

Module IV: Leadership, Power and Conflict

Leadership, Power and Conflict: Concept and theories, Behavioral approach, Situational approach, Leadership effectiveness, Contemporary issues in leadership. Power and conflict. Bases of Power, power tactics, sources of conflict patterns, levels and conflict resolution strategies.

Module V:

Organizational Culture, Organizational Development and Stress Management: Concept and determinants of organizational culture, Organizational Development: concept and intervention techniques. Individual and organizational factors to stress, consequences of stress on individual and organization, management of stress. Case Studies: Some cases of real business world are required to be discussed.

Examination Scheme:

Components	A	CT	C	H	EE
Weightage (%)	5	15	5	5	70

Text & References:

- Robbins; S.P., Organizational Behaviour (13th edition), Prentice Hall of India Pvt. Ltd., New Delhi, 2008.
- Luthans, Fred, Organizational Behaviour, 11th Edition, Mc Graw Hill International, New York, 2007.
- Robins S.P., Organizational Theory: Structure Design and Application, 3rd ed., Prentice Hall of India Pvt. Ltd., 2007.