



**Course Title: Organizational Behavior**

**Course Code: HR601**

**Credit Units: 2**

**Level- PG**

<b>L</b>	<b>T</b>	<b>P/ S</b>	<b>SW/ FW</b>	<b>TOTAL CREDIT UNITS</b>
2	0	0	-	2

**Course Objectives:**

This course is designed to give students a better understanding and grasp of the basic concepts and theories underlying individual behaviour besides developing better insights into one's own self Individual behaviour in groups, dynamics of groups and team building besides developing a better awareness of how they can be better facilitators for building effective teams as leaders themselves

**Prerequisites:**

The course demands basic level knowledge of Business Organization and Human Behaviour at work. The course is ideal for students at any level to enable them to be robust managers who will after doing this course, acquire the skills that efficient managers need to improve organizational relationships and performance.

**Student Learning Outcomes:**

- To define a theoretical understanding of the nature of individual and group behavior within organizations, such that students possess mastery of this knowledge
- To identify students ability to draw conclusions and demonstrate inferences about attitudes and behavior, when confronted with different situations that are common in modern organizations

**Course Contents/Syllabus:**

	<b>Weightage (%)</b>
<b>Module I: Fundamentals of Organizational Behavior</b>	

<ul style="list-style-type: none"> <li>• Understanding Organizational Behavior and Foundations of Individual Behaviour.</li> <li>• Nature, Scope, Limitations and Importance of Organizational Behaviour.</li> <li>• Models, Approaches and Multidisciplinary Nature of Organizational Behaviour.</li> <li>• International Dimensions of Organizational Behaviour and Emerging Challenges in Global Context.</li> <li>• Future of Organizational Behaviour.</li> </ul>	<b>20%</b>
<b>Module II: Learning and Behavior Modification through Motivation</b>	
<ul style="list-style-type: none"> <li>• Issues between Organizations and Individuals.</li> <li>• Values, Attitudes-Job Satisfaction, Job Involvement and Organizational Commitment.</li> <li>• Personality- Introduction, Features, Determinants, Traits, Theories and Matching of Personality with Jobs.</li> <li>• Perception-Introduction, Attribution Theory and Individual Decision Making.</li> <li>• Introduction and Theories of Learning.</li> <li>• Contributions to Behaviour Modification.</li> <li>• Transactional Analysis</li> <li>• Early Theories and Determinants of Motivation.</li> <li>• Introduction, Nature, Applications and Complexities in Motivation.</li> <li>• Appraising and Rewarding Performance.</li> </ul>	<b>25%</b>
<b>Module III: Leadership and Group Dynamics- Building Organizations through Human Glue</b>	
<ul style="list-style-type: none"> <li>• Group Dynamics- Concept, Types, Models of Group, Stages in Group Development, Informal Organizations and Communications- Group Decision Making, Meetings, Creating High Performance Teams.</li> <li>• Conflict in Organizations and Negotiation</li> <li>• Organizational Power, Influence and Politics</li> <li>• Nature, Approaches, Theories and Styles of Leadership- Conventional Vs Global Perspectives</li> <li>• Empowerment and Participation-Nature, Process, Programs and Considerations towards Labour-Union Attitude towards Participation</li> </ul>	<b>25%</b>
<b>Module IV: Organizations and their Effects</b>	
<ul style="list-style-type: none"> <li>• Organizational Change and Work systems- Resistance to Change and Implementing Change Successfully.</li> </ul>	<b>20%</b>

<ul style="list-style-type: none"> <li>• Organizational Culture</li> <li>• Organizational Structures, Technology and Designs.</li> <li>• Overview of Organizational Development- Benefits and Limitations.</li> <li>• Quality of working Life (QWL) and Socio Technical Systems.</li> <li>• Managing Communication, Managerial Roles and Skills.</li> <li>• Coaching, Fear at Workplace, Stress and Counseling.</li> </ul>	
<b>Module V: Ethics and Social Responsibilities</b>	
<ul style="list-style-type: none"> <li>• Introduction-Ethics and Unethical Behaviour.</li> <li>• Creating an ethical workforce-Guidelines for Managers</li> </ul>	<b>10%</b>

### **Pedagogy for Course Delivery:**

This Course is intended to emphasize on the development of interpersonal competencies of students and to allow individuals to effectively work as managers or professionals in the rapidly changing, team-oriented, culturally diverse and technologically integrated global climate facing modern organizations. Varied classroom approaches include lectures, cases, team projects, presentations and other experiential training techniques.

### **Assessment/ Examination Scheme:**

<b>Theory L/T (%)</b>	<b>Lab/Practical/Studio (%)</b>	<b>End Term Examination</b>
100	NA	100

**Theory Assessment (L&T):**

<b>Continuous Assessment/Internal Assessment</b>					<b>End Term Examination</b>
<b>Components (Drop down)</b>	Mid-Term Exam	Project	Case Study	Attendance	
<b>Weightage (%)</b>	10%	10%	5%	5%	70%

**Text:**

- K. Ashwathappa, Organisational Behaviour, Tata McGraw-Hill
- Keith Davis, Organisational Behaviour, Tata Mc Graw-Hill
- Keith Davis, Human Behaviour at Work, Tata McGraw-Hill
- R.K.Suri, Organizational Behavior Text and Cases, Wisdom Publications.
- Luthans, F. (2005), Organizational Behaviour, McGraw – Hill International Edition.
- Robbins, S.P. (2005), Organizational Behaviour, Eleventh Edition, Prentice Hall of India.
- Greenberg, J. & Baron, R.A. (2005), Behaviour in Organizations, Pearson Education.

**References:**

- Newstrom John W. and Davis Keith, (1993), Organizational Behaviour: Human Behaviour at Work, Tata McGraw Hill, New Delhi
- Agarwal R. D., (1995), Organisation and Management, Tata McGraw Hill, New Delhi
- Schermerhorn, J.R. Jr.; Hunt, J.G. & Osborn, R.N. (2008), Managing Organizational Behaviour, 9<sup>th</sup> Edition, John Wiley & Sons.
- Buller,P. and Schuller, R.; Managing Organizations: Cases in Management, Organizational Behavior and Human Resources Management: South-Western College Publishing, OH.
- Hitt, Miller, and Colella; OB: Organizational Behavior; 3<sup>rd</sup> ed. John Wiley & sons; “Binder Version, 2011.