

Organizational Behaviour

Credit point: 3

Full mark -100

Total Hours: 45

COURSE OUTCOME

After completion of this course, students will be able to

- Analyse the behaviour of individuals and groups in organisation
- Manage conflict in organizational context.
- Understand the motivational factors for better productivity in organisation
- Analyse individual personality, attitude and behaviour in work place
- Handle the organisational stress and maintain work life balance

COURSE CONTENTS

UNIT 1: INTRODUCTION TO ORGANIZATIONAL BEHAVIOR [12 hours]

✓ *Learning Outcome: The students will be able to gain an understanding about the concept, factors and fundamentals of organizational behaviour*

- Concept of Organisational Behaviour (OB),
- Factors influencing Organisational Behaviour.
- Disciplines contributing to OB and Challenges of OB
- Learning Styles and Processes

UNIT 2: FOUNDATIONS OF INDIVIDUAL BEHAVIOR [11 hours]

✓ *Learning Outcome: The students will learn the importance of personality and attitude in individuals behaviour*

- Personality, meaning, determinants and traits of personalities
- Attitudes, Formation of attitude.
- Perception and Factors Influencing Perception
- Job Satisfaction, Factors influencing job satisfaction.

UNIT 3: MOTIVATION [11 hours]

✓ *Learning Outcome: The students will understand the factors influencing motivation.*

- Motivation cycle and outcome
- Maslow's and Herzberg's theory of motivation
- Leadership and styles of leadership and types of leadership
- Role of Leader in minimising conflict and types and process of conflict Management

UNIT 4: STRESS MANAGEMENT AND CONTEMPORARY ISSUES [11 hours]

✓ *Learning Outcome: The students will understand how stress affects the effectiveness of the employees and work life balance*

- Stress Management Techniques,
- Contemporary Issues in Organizational Behavior
- Work-Life Balance and Diversity of work force
- Quality of work life

Suggested Text Books:

- ✓ *Organizational Behavior* by K. Aswathappa (HPH)
- ✓ *Organizational Behavior* by Kavita Singh (Vikas Publications)

Suggested Books:

- ✓ *Organizational Behavior* by Robbins, Timothy Judge, Seema Sanghi (Pearson Prentice Hall)
- ✓ *Organizational Behavior* by Fred Luthans (McGraw Hill Inc.)
- ✓ *Managing Individual and Group Behavior in Organizations* by Daniel C. Feldman, Hugh Arnold (McGraw Hill)
- ✓ *Organizational Behavior* by Stephen McShane, Mary Von Glinow (Tata McGraw Hill)
- ✓ *Organizational Behaviour* by L.M. Prasad (Sultan Chand & Sons)
- ✓ *Organizational Behavior: Text, Cases & Games* by K. Aswathappa (Himalaya Publishing House)

Sample Question

1. What do you mean by organisational behaviour? [1mark]
2. Outline the factors influencing organisational behaviour. [2 marks] [50 word]
3. Explain the determinants and traits of personalities.[5 marks] [300 words]
4. Discuss about the Maslow's and Herzberg's Theory of Motivation.[8 marks]
[Within 800 words]