Organizational Behaviour II

The course focuses on managing teams at work and the organization system as a whole. The objective is to understand how individuals, groups and whole organizations work together more effectively within the increasing pace of corporate change, dramatic restructuring and downsizing and advanced global competition.

Syllabus

Group Behaviour and Interpersonal Influence, Organizational Processes, Organizational Design, Change and Innovation, Emerging Aspects of Organizational Behaviour.

Expected Outcome

Apply problem solving and critical thinking abilities to analyse the kinds of choices available for developing alternative organisational behaviour approaches in the workplace • Form an appreciation of the complexities and uncertainties of organisational behaviour by examining your own role in the light of experience of real-time problem settings • Demonstrate a developmental approach to personal and key skills of planning, review and feedback and verbal communication References

1. Aswathappa, K. Organizational Behavior. Himalaya Publishing House, 2007.

2. Berg, Green. Behavior in Organizations. New Delhi: Pearson, 2013.

3. Chandran, Jit S. Organizational Behavior. New Delhi: Vikas Publishing House, Third Edition.

4. David, Johnson J. Organizational Communication Structure. Ablex Publishing, 1993.

5. Dwivedi, R. S. Human Relations & Organizational Behavior: A Global Perspective. Delhi: Macmillan India, 2001.

6. Luthans, Fred. Organisation Behaviour. New Delhi: McGraw Hill Education, 2011.

7. McShane, Steven Lattimore, Mara Olekalns and Tony Travaglioni. Organizational Behavior: Emerging Knowledge, Global Insights. McGraw Hill, 2012.

8. Newstorm, John W and Keith Davis. Organizational Behavior: Human Behavior at Work. New York: McGraw-Hill, 2014.

9. Poertner, Shirley and Karen Massetti Miller. The art of giving and receiving feedback. Coastal Training Technologies, 1996.

10. Robins, Stephen P. Organization Behaviour. New Delhi: Pearson Education, 2012.

11. Sanghi, Seema. Essentials of Organisational Behaviour. New Delhi: Pearson, 2010.

12. Sekaran, Uma. Organizational Behavior. New Delhi: McGraw-hill, 2004.

Course Plan

I Social systems and organizational culture - Understanding a Social System, Social Culture, Role, Status, Organizational culture, Influencing culture change, Sustaining the culture, Characteristics of effective socialization

II Managing the Organization System: Effects of organization culture on employee performance - creating and sustaining organization culture - Management of Change: forces responsible for change - resistance to change overcoming resistance to change - planned change – approaches to manage organization change -OD inventions- creating a culture for change - Learning Organizations

First Internal Examination

III Empowerment and Participation- The nature of empowerment and Participation- How participation works- Programs for participation-Important considerations in participation- Assertive Behaviour: Interpersonal Orientations- Facilitating smooth relations- Stroking

IV Managing misbehaviour - The emergence in Management of the study of misbehaviour, Selected misbehaviours; work stress and its management - Stress and Counselling - What is stress?, Stress model, Work stressors, Stress outcomes, Stress moderators, Stress prevention and management,

Second Internal Examination

IV Employee counselling, Types of counselling-Ethical decision making in organisations: Factors that inhibit or facilitate ethical decision making in organizations, Steps to ensure ethical decisions

V Global implications of organizational behavior: International setting for the management criteria - planning, organizing, staffing, controlling and leading; Cultural influences on international negotiations; managing multi-cultural teams; Organisational structure that connects organizational departments, functions and geography to achieve organizational goals; Impacts of globalization on organizational culture

Trimester Examination