

MGN502:MANAGEMENT AND ORGANISATIONAL BEHAVIOUR DYNAMICS

L:4 T:0 P:0 Credits:4

Course Outcomes: Through this course students should be able to

CO1 :: apply the concept of management practices in the organization

CO2 :: illustrate the importance of management practices and organizational behavioral dimensions at different levels within the organization

CO3 :: demonstrate furnish the acumen of how different management thoughts can be used to improve organization functioning

CO4 :: analyze and integrate skills to align individual and organizational goals.

CO5 :: evaluate the application of management and behavioral theories in real life decision making.

CO6 :: anticipate different managerial and behavioral issues in different functional areas of organization.

Unit I

Management : Skills and Roles of a Manager, Functions, concept of management, skills and roles of a manager, functions

Planning : Types and Process of Planning, MBO, MBE and MBWA and Decision Making

Management Thoughts : classical, neo-classical and modern management thoughts

Unit II

Organizing : Organizational Design and Structure

Controlling : types of controlling, process and techniques of controlling

Staffing : HRM and staffing

Unit III

Foundations of Organizational Behavior : OB model and contributing disciplines to the OB field

Foundations Individual Behaviour : ability, values, attitude and job satisfaction

Learning : theories of learning and behaviour modification

Unit IV

Motivation : early and contemporary theories of motivation

Personality : theories and assessment of personality, transactional analysis

Perception : attribution theory of perception

Emotions : affective events theory of emotion and emotional intelligence

Unit V

Foundations of Group Behaviour : types of groups and teams, stages of group development

Leadership : application of leadership theories

Unit VI

Organizational Culture : creating and sustaining organizational culture

Organizational Change : forms and resistance to change and change model

Conflict Management : Causes of Conflict and Conflict Management Strategies

Stress Management : stress and stress management techniques

Contemporary Issues in Management and OB : Glass Ceiling, Emotional Intelligence, Workforce Diversity, Flexible Timing, Quality of Work Life

Text Books: 1. ESSENTIALS OF MANAGEMENT by KOONTZ, HAROLD AND WEHRICH, HEINZ, MCGRAW HILL EDUCATION

References:

References:

1. NEW ERA OF MANAGEMENT by RICHARD L. DAFT, CENGAGE LEARNING