

Course Title: Organization Behaviour**Course Code: BBA2201****Course Credit: 4**

COURSE OBJECTIVE:	<p>To familiarize students with:</p> <ul style="list-style-type: none"> ❖ Topics and concepts in the field of Organizational Behaviour. ❖ Practical implications of various theories of human behaviour at work. ❖ Specific topics such as leadership, motivation, emotions, personality, perception, etc. 	No. of Hours	No. of Credits
LEARNING OUTCOMES:	<p>The students should be able to:</p> <ol style="list-style-type: none"> 1. Understand the concept of behaviour at workplace and analyze the work values, relations between attitude and behaviour. 2. Understand the concept of personality, perception, learning and their implication on individual life as well as on workplace. 3. Devise methods to increase motivation and handle emotions in work setting. 4. Analyze the power of group and qualities of being good leader. 5. Discuss the implication of power, politics and conflict management in organizational behaviour. 6. Develop strategies to manage organizational changes. 7. Understand the culture and structure of organization. 		
Module I: Introduction Concept and nature of Organizational behaviour, Contributing disciplines to the field of O.B, O.B. Models, Need to understand human behaviour, Challenges and Opportunities.		30	1
Module II: Individual and Interpersonal Behaviour Biographical Characteristics, Ability & Values. Attitudes: Formation, Theories, Organization related attitude, Relationship between attitude and behaviour. Personality: determinants and traits. Emotions. Learning: Theories and reinforcement schedules.		30	1

Perception: Process and errors. Interpersonal Behaviour: Johari Window, Transactional Analysis: ego states, types of transactions, life positions, applications of T.A.		
Module III: Group Behaviour and Team Development Concept of Group and Group Dynamics, Types of Groups: Formal and Informal Groups, Stages of Group Development, Theories of Group Formation, Group Norms, Group Cohesiveness, Group Think and Group Shift, Group Decision Making & Inter Group Behaviour. Concept of Team Vs. Group, Types of teams, Building and managing effective teams.	30	1
Module IV: Organization Culture and Conflict Management Organizational Culture: Concept, Functions, Socialization, Creating and sustaining culture. Managing Conflict: Sources, types, process and resolution of conflict. Managing Change. Managing across Cultures. Empowerment and Participation.	30	1
Suggested Readings: <ol style="list-style-type: none"> 1. Prasad, L.M., Organizational Behaviour, Sultan Chand and Sons, 2003. 2. Stephen P. Robbins, Organizational Behaviour, Prentice Hall of India Pvt. Ltd., New Delhi, 2003. 3. Luthans Fred, Organizational Behaviour, Tata McGraw Hill, New Delhi, 2003. 4. Chhabra T.N. and Singh B.P., Organization Behaviour, Sultan Chand and Sons. 		