

SRI INDU COLLEGE OF ENGINEERING & TECHNOLOGY**(An Autonomous Institution under UGC, New Delhi)****B.Tech. - IV Year – II Semester**

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(R20HMS4201) ORGANIZATIONAL BEHAVIOUR

Course Objectives: The objective of the course is to provide the students with the conceptual framework and the theories underlying Organizational Behaviour.

UNIT - I:

Introduction to OB - Definition, Nature and Scope – Environmental and organizational context – Impact of IT, globalization, Diversity, Ethics, culture, reward systems and organizational design on Organizational Behaviour. Cognitive Processes-I: Perception and Attribution: Nature and importance of Perception – Perceptual selectivity and organization – Social perception – Attribution Theories – Locus of control – Attribution Errors – Impression Management.

UNIT- II:

Cognitive Processes-II: Personality and Attitudes – Personality as a continuum – Meaning of personality - Johari Window and Transactional Analysis - Nature and Dimension of Attitudes – Job satisfaction and organizational commitment-Motivational needs and processes- Work-Motivation Approaches Theories of Motivation- Motivation across cultures - Positive organizational behaviour: Optimism – Emotional intelligence – Self-Efficacy.

UNIT - III:

Dynamics of OB-I: Communication – types – interactive communication in organizations – barriers to communication and strategies to improve the follow of communication - Decision Making: Participative decision-making techniques – creativity and group decision making. Dynamics of OB –II Stress and Conflict: Meaning and types of stress –Meaning and types of conflict - Effect of stress and intra- individual conflict - strategies to cope with stress and conflict.

UNIT - IV:

Dynamics of OB –III Power and Politics: Meaning and types of power – empowerment - Groups Vs. Teams – Nature of groups – dynamics of informal groups – dysfunctions of groups and teams – teams in modern work place.

UNIT - V:

Leading High performance: Job design and Goal setting for High performance- Quality of Work Life- Socio technical Design and High-performance work practices - Behavioural performance management: reinforcement and punishment as principles of Learning –Process of Behavioural modification - Leadership theories - Styles, Activities and skills of Great leaders.

REFERENCE BOOKS:

1. Luthans, Fred: Organizational Behaviour 10/e, McGraw-Hill, 2009
2. McShane: Organizational Behaviour, 3e, TMH, 2008
3. Nelson: Organizational Behaviour, 3/e, Thomson, 2008.
4. Newstrom W. John & Davis Keith, Organisational Behaviour-- Human Behaviour at Work, 12/e, TMH, New Delhi, 2009.
5. Pierce and Gardner: Management and Organisational Behaviour: An Integrated perspective, Thomson, 2009.
6. Robbins, P. Stephen, Timothy A. Judge: Organisational Behaviour, 12/e, PHI/Pearson, New Delhi, 2009.
7. Pareek Udai: Behavioural Process at Work: Oxford & IBH, New Delhi, 2009.
8. Schermerhorn: Organizational Behaviour 9/e, Wiley, 2008.
9. Hitt: Organizational Behaviour, Wiley, 2008.