

Organizational Behaviour

2019-2020 I Sem

Objective

Broadly, any organization is made of the people working there. Therefore, it is important to understand how people - as an individual and as group- act within organization. This course will focus on understanding own behaviors as an individual and as a worker (in coming future). Having a greater knowledge of human behavior will help the students to better understand attitudes and behaviors of their own and of their co-workers, supervisors, subordinates etc. The course demands an interactive group of students. The course will employ group activities, self-assessment wherever required.

Course Outcome

CO1 understand organizational behavior and underlying principles along with cross cultural perspective.

CO2 understand processes of group formation, group dynamics, team building, team roles, power etc.

CO3 understand and analyze theories of leadership in general and managerial grid in particular.

CO4 understand basics of organizational communication and role of transactional analysis in communication.

CO5: sharpen their communication skills.

Course Content

UNIT – I

Introduction

Historical Perspective on Organizational Behaviour (OB), Organizational Structures, The role of A manager, Challenges and Opprtunities for OB, Globalization vs. Glocalization, Job vs. Career, Professionalism.

UNIT - II

Foundation of Individual Behaviour

Values: Importance and Types, Organizational Compliance Behaviur-Gift vs. Bribe, Generational Gap and Its Global Implications; Attitudes: Attitude and Consistency- Cognitive Dissonance, Major Job Related Attitudes, Decision Making: Rational Decision Making vs. Bounded Rationality, Motivation: Maslow's Hierarchy of Needs, Alderfer's ERG Theory, Goal Stting, Distributive and Procedural Justice, Perception: Role of Attribution in Individual and Organizational Perception

UNIT – III

Foundation of Group Behaviour

Stages of Group development, Group vs. Team, Group dynamics and Team behavior, Group related Behaviours: Social Loafing, Group Think, Apollo Syndrome, Power and politics in organization.

UNIT - IV

Leadership and Communication in organization

Nature and types, Manager Vs. Leader, Theories of leadership, The Five Levels of Leadership, Managerial grid: Analysis of effective leadership (Managerial Grid), Nature and basic tenets of communication, Formal and Informal Communications, Psychological Aspects of communication: Transactional Analysis (Knowing oneself and others)

Text Book:

Robbins, S.P. (2003): *Organizational Behaviour (10th ed.)*. Prentice Hall of India

Greenberg , J. and Baron, R.A. (1997): *Behaviour in Organizations (7th ed.)*. Prentice Hall of India.

Other assignments & readings as assigned.

Reference books:

Blake, R.R. & Mouton, J.S. (2010): *The New Managerial Grid*. New Delhi: Jaico Publications.

Harris, T.A. (1995): *I am Ok, You are OK*. London: Arrow.

Additional Resources:

Relevant Video Lectures/ Talks will be announced in the class/ through goggle group.

Web Resources and research articles will be provided through google group.

Evaluation Methods:

Compulsory Class Attendance: 60%

Item	Weightage (%)
Midterm	25
Group Discussion (2.5*4)	10
Group Presentation	20
Final Examination	40
Attendance	5

Generic Guidelines

- Attend the classes regularly – 75% attendance is mandatory.
- No compensation for attendance regardless of academic participation, co-curricular activities, and personal reasons.
- Class group activity is a surprise component of evaluation. No make-up for missing class activity under any circumstances.
- Kindly keep your mobile phone on silent mode during classroom sessions.
- Pay attention to the classroom discussion, take notes, don't expect everything to be mentioned on the slides.

Do's	Don'ts
Stay Organized	Procrastination
Attend Classes, Go out, Meet people and play some sports	Hide in your room, pretending that your doing great
Exercise	Get Lazy
Seek appointment with your Professor to discuss things	Hesitant to meet your Professor
Party Responsibly	Party Too Hard
Try new things	Stay in comfort zone
Call your family once in a day (not only for money)	Don't forget your family
Stay on campus Make your Juniors comfortable	Don't leave during weekend Don't Ragg
Bring both physical and mental self to the class	Don't bring virtual self