**Organizational Behavior**

**Course Objectives**

1. To understand and appreciate intrapersonal mechanisms and individual differences in organizations.
2. To demonstrate skills to use self as an instrument of change.
3. To acquaint you with theory and research on small groups
4. To develop competence in working with other people in a group context

**Suggested Text Books**

1. Robbins, S. P., Judge, T. A., & Vohra, N. (2014). *Organizational Behavior*, latest edition. (henceforth referred as Robbins et al).
2. Forsyth, D. R. (2019). Group Processes [latest edition]. Cengage

**Instructional Methods:** Lectures, caselets (mostly shared prior or during the session) and videos

**Course Assessment:** In class quizzes (unannounced)

**Session Plan**

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| **SESSION 1: Foundations of Organizational Behavior**   * Robbins et al *(Chapter 1)* * *Forsyth (Chapter 1)* |
| **SESSION 2: Understand individual differences – Personality**   * Robbins et al *(Chapter 5)* |
| **SESSION 3: Understand individual differences – Values**   * Robbins et al *(Chapter 5)* * Exercise: https://www.valuescentre.com/our-products/products-individuals/personal-values-assessment-pva |
| **SESSION 4 Understanding perceptions**   * Robbins et al *(Chapter 6)* * Movie: Ek ruka hua faisla |
| **SESSION 6: Attitudes**   * Robbins (*Chapter 3)* |
| **SESSION 7: Motivation in the workplace: Tools and Applications**   * Robbins et al *(Chapter 7 and 8)* |
| **SESSION 8: Employee engagement**   * Book: Thomas, K. W. (2009). *Intrinsic motivation at work: What really drives employee engagement*. Berrett-Koehler Publishers. * Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of managerial psychology*, *21*(7), 600-619 |
| **SESSION 9: Psychological Contract**   * Sels, L., Janssens, M., & Van Den Brande, I. (2004). Assessing the nature of psychological contracts: A validation of six dimensions. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior*, *25*(4), 461-488. |
| **SESSION 10: The individual and the group – Inclusion**   * Forsyth Chapter 3 - Inclusion and Identity |
| **SESSION 11: The individual and the group – Identity**   * Forsyth Chapter 3 - Inclusion and Identity |
| **SESSION 12: Group formation and development**   * Forsyth Chapter 4 -Group Formation |
| **SESSION 13: Group cohesion and development**   * Forsyth Chapter 5 - Group cohesion and development |
| **SESSION 14: Social influence**   * Forsyth Chapter 7 - Social influence |
| **SESSION 15: Group decision making**   * Forsyth Chapter 12 - Decision making |