

Maulana Abul Kalam Azad University of Technology, West Bengal
(Formerly West Bengal University of Technology)
Syllabus for B. Tech in Computer Science & Engineering
 (Applicable from the academic session 2018-2019)

Human Resource Development and Organizational Behavior

Code: OEC-IT601 B

Contact: 3L

Name of the Course:	Human Resource Development and Organizational Behavior		
Course Code: OEC-IT601 B	Semester: VI		
Duration:6 months	Maximum Marks:100		
Teaching Scheme		Examination Scheme	
Theory:3 hrs./week		Mid Semester exam: 15	
Tutorial: NIL		Assignment and Quiz: 10 marks	
		Attendance: 5 marks	
Practical: NIL		End Semester Exam:70 Marks	
Credit Points:	3		

Unit	Content	Hrs/Unit	Marks/Unit
1	Organizational Behaviour: Definition, Importance, Historical Background, Fundamental Concepts of OB, Challenges and Opportunities for OB. [2] Personality and Attitudes: Meaning of personality, Personality Determinants and Traits, Development of Personality, Types of Attitudes, Job Satisfaction.	4	
2	Perception: Definition, Nature and Importance, Factors influencing Perception, Perceptual Selectivity, Link between Perception and Decision Making. [2] 4. Motivation: Definition, Theories of Motivation - Maslow's Hierarchy of Needs Theory, McGregor's Theory X & Y, Herzberg's Motivation-Hygiene Theory, Alderfer's ERG Theory, McClelland's Theory of Needs, Vroom's Expectancy Theory.	8	
3	Group Behaviour: Characteristics of Group, Types of Groups, Stages of Group Development, Group Decision Making. [2] Communication: Communication Process, Direction of Communication, Barriers to Effective Communication. [2] Leadership: Definition, Importance, Theories of Leadership Styles.	4	

4.	Organizational Politics: Definition, Factors contributing to Political Behaviour. [2] Conflict Management: Traditional vis-a-vis Modern View of Conflict, Functional and Dysfunctional Conflict, Conflict Process, Negotiation – Bargaining Strategies, Negotiation Process. [2] Organizational Design: Various Organizational Structures and their Effects on Human Behaviour, Concepts of Organizational Climate and Organizational Culture.	8	
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Text book and Reference books:

1. Robbins, S. P. & Judge, T.A.: Organizational Behavior, Pearson Education, 15th Edn.
2. Luthans, Fred: Organizational Behavior, McGraw Hill, 12th Edn.
3. Shukla, Madhukar: Understanding Organizations – Organizational Theory & Practice in India, PHI
4. Fincham, R. & Rhodes, P.: Principles of Organizational Behaviour, OUP, 4th Edn.
5. Hersey, P., Blanchard, K.H., Johnson, D.E.- Management of Organizational Behavior Leading Human Resources, PHI, 10th Edn.