

**Organisational Behaviour**

**HU801**

**Contacts: 2L**

**Credits: 2**

1. Organizational Behaviour: Definition, Importance, Historical Background, Fundamental Concepts of OB, Challenges and Opportunities for OB. [2]
2. Personality and Attitudes: Meaning of personality, Personality Determinants and Traits, Development of Personality, Types of Attitudes, Job Satisfaction. [2]
3. 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. [4]
5. Group Behaviour: Characteristics of Group, Types of Groups, Stages of Group Development, Group Decision Making. [2]
6. Communication: Communication Process, Direction of Communication, Barriers to Effective Communication. [2]
7. Leadership: Definition, Importance, Theories of Leadership Styles. [2]
8. Organizational Politics: Definition, Factors contributing to Political Behaviour. [2]
9. Conflict Management: Traditional vis-a-vis Modern View of Conflict, Functional and Dysfunctional Conflict, Conflict Process, Negotiation – Bargaining Strategies, Negotiation Process. [2]
10. Organizational Design: Various Organizational Structures and their Effects on Human Behaviour, Concepts of Organizational Climate and Organizational Culture. [4]

**References:**

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