

**Maulana Abul Kalam Azad University of Technology, West Bengal**  
*(Formerly West Bengal University of Technology)*

<b>CE(MC)401</b>	<b>Management – I (Organizational Behaviour)</b>	<b>2L + 0T</b>	<b>2 Credits</b>
<b>Module 1</b>	Introduction to Organizational Behaviour-Concept, Importance, Challenges and Opportunities Personality-Meaning of Personality, Personality Determinants and Traits, Psychoanalytic Theory, Argyris Immaturity to Maturity Continuum Impact on organization. Attitude-Concept, Components, Cognitive Dissonance Theory, Attitude Surveys.		5L
<b>Module 2</b>	Perception- Concept, Nature and Importance, Process of Perception, Factors influencing perception, Perceptual Selectivity, Shortcuts to Judge Others: Halo Effect, Stereotyping, Projection and Contrast Effects, Impact on Organization. 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.		6L
<b>Module 3:</b>	Leadership-Concept, Leadership Styles, Theories-Behavioural Theory: Ohio Studies, Michigan Studies, Blake & Mouton Managerial Grid; Contingency Theory: Fielder Theory. Group Behaviour: Definition, Characteristics of Group, Types of Groups: Formal & Informal; Stages of Group Development, Group Decision making, Group Decision Making Vs Individual Decision Making.		8L
<b>Module 4:</b>	Organizational Design-Various organizational structures and their pros and cons. Concepts of organizational climate and culture, Organizational Politics-Concept, Factors influencing degree of Politics Conflict management- Concept, Sources of conflict, Stages of conflict process, Conflict resolution techniques, Tools-Johari Window to analyse and reduce		5L

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(Applicable from the academic session 2018-2019)

	interpersonal conflict, Impact on organization.		
<b>Reference</b>	<b>Sl.</b>	<b>Book Name</b>	<b>Author</b>
	1	Organization Behaviour	Stephen Robbins
	2	Organization Behaviour	Luthans
	3	Organization Behaviour	L.M. Prasad
	4	Organization Behaviour : Text, Cases &Games	K. Aswathappa