Programme: B.Tech. Year: 2015 Semester:VII

**Course code:** Organizational Behavior: Human Psychology at Work

Course :HSS/Elective Credits :4 Hours :40

**Course Context and Overview (100 words):**

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.

**Prerequisites Courses: NA**

**Course outcomes(COs):**

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| **On completion of this course, the students will have the ability to:** |
| CO1 understand organizational behavior by examining psychological principles and cross cultural perspectives. |
| C02 understand processes of group formation, group dynamics, power, politics, conflict and negotiations. |
| C03 understand and analyze theories of leadership and interpersonal communication. |
| C04 sharpen their communication skills. |

**Course Topics:**

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| **Topics** | **Lecture Hours** | |
| **UNIT - I**   1. **Foundations of Individual Behaviour** |  | 10 |
| Foundations of Individual behaviour: Values, Attitudes, Personality, Decision Making, Motivation |  |
| **UNIT - II**   1. **The group** |  | 10 |
| Foundations of group behavior, Group dynamics and team behavior, Power and politics in organization, Conflict and negotiation |  |
| **UNIT - III**   1. **Leadership** |  | 10 |
| Nature and types, Theories of leadership, Managerial grid: Analysis of effective leadership (Managerial Grid) |  |
| **UNIT - IV**   1. **Communication in organization** |  | 10 |
| Nature and basic tenets of communication, Formal and Informal Communications, Psychological aspects of communication: Transactional Analysis (Knowing oneself and others) |  |

**Textbook references (IEEE format):**

**Text Book:**

1. Robbins, S.P. (2003): Organizational Behaviour (10thed.)
2. Greenberg , J. and Baron, R.A. (1997): Behaviour in Organizations (7th ed.). Prentice Hall
3. Other assignments & readings as assigned.

**Reference books:**

1. Blake, R.R. & Mouton, J.S. (2010): The New Managerial grid. New Delhi: Jaico Publications.
2. Harris, T.A. (1995): I am Ok, You are OK. London: Arrow.

**Additional Resources (NPTEL, MIT Video Lectures, Web resources etc.):Will be added later**

**Evaluation Methods:**

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| Item | Weightage |
| Midterm | 25 |
| Case Studies | 10 |
| Project & Presentation | 25 |
| Final Examination | 40 |

**Prepared By:**

**Last Update:**March 31, 2015