



**BIRLA INSTITUTE OF TECHNOLOGY AND SCIENCE, Pilani**  
**Pilani Campus**  
**AUGS/ AGSR Division**

**SECOND SEMESTER 2020-21**  
**COURSE HANDOUT**

**Date: 16.01.2021**

In addition to part I (General Handout for all courses appended to the Timetable) this portion gives further specific details regarding the course.

**Course No** : HSS F323  
**Course Title** : **Organizational Psychology**  
**Instructor-in-Charge** : **Dr. Rajneesh Choubisa**  
**Instructor(s)** : -  
**Tutorial/Practical Instructors:** -

**1. Course Description:** This course is floated to provide a brief understanding as to how humans behave the way they do in an organization. This will be a highly informative course for people who want to understand the psychology of organizations and want to gain an in-depth understanding of the management functions of an organization at an individual level. The course would be highly relevant and suitable for student wish to pursue master's in business schools as well because it is going to give them a sound theoretical understanding.

**2. Scope and Objective of the Course:** To develop a conceptual framework for understanding organizations and its various functions from a psychological viewpoint. The course would help students understand the behavior of humans at different levels of hierarchy in an organization and relevant issues and processes imbuing them.

**3. Textbooks:**

Jex, S.M. (2006). *Organizational Psychology- A Scientist Practitioner Approach*. Wiley Student Edition.  
(PDF Available).

**4. Reference Books:**

**R1.** Matthewman, L., Rose, A., & Hetherington, A. (2009). *Work Psychology*. Oxford University Press.

**R2.** Dolan, S.L., & Lingham, T. (2008). *Fundamentals of International Organizational Behavior*. Sara Books Pvt. Limited, New Delhi.

**R3.** Robbins, S.P., Judge, T.A., & Vohra, N. (2012) (14<sup>th</sup> Edition). *Organizational Behavior*. Pearson.

**R4.** Bhagat, R.S., & Steers, R.M. (2011). *Cambridge Handbook of Culture, Organizations and Work*. Cambridge University Press.

**5. Course Plan:**

Module No.	Lecture Session	Reference	Learning outcomes
M1  (History & Methodology)	L1-2: Organizational/Work Psychology : Introduction	T1: Chapter 1  R1: Chapter 1	Historical development of the field and its similarities and differences with its close ally OB.



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<b>M2</b>  (Individual Behavior & Dynamics)	L3-5: Research Methods & Statistics	T1: Chapter 2 R1: Chapter 2	Understanding as to how knowledge in any field is generated, testified and validated.
	L5-9: Attraction & Socialization	T1: Chapter 3 R1: Chapter 3 & 4	To comprehend what, how and why individuals are attracted and adjusted in the institutions. How individual differences and attitude contribute to their adjustments at large.
	L10-14: Productive & Counterproductive Behaviors in Organizations	T1: Chapter 4 & 6 R1: Chapter 4	To gain knowledge into the behavioral processes that leads to the enhancement and increased productivity in any organization.
<b>M3</b>  (Micro Processes-I)	L15-19: Motivation, Job Satisfaction & Organizational Commitment	T1: Chapter 5 & 8 R1: Chapter 5 R3: Chapter 7 & 8	This chapter will help understand various theories as to how people are motivated, when they feel satisfied with their work and under what conditions they commit themselves and dedicate themselves to the organization
<b>M4</b>  (Macro Processes-I)	L20-24: Leadership & Influence Process	T1: Chapter 10 R3: Chapter 12 R1: Chapter 8	To understand the typology of leadership, theoretical development of the concepts and gain understanding as to how some people move up a hierarchical ladder while some lag behind.
<b>M5</b>  (Group Behavior & Dynamics)	L25-27: Groups at Work	T1: Chapter 11 R1: Chapter 6 & 7 R2: Chapter 4 R3: Chapter 9 & 10	To understand what happens when several individuals come together to form either a group or team. What sort of goals they pursue, How it helps



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			and likewise.
	L28-31: Group Effectiveness & Intergroup Behavior	T1: Chapter 12 & 13 R3: Chapter 11 & 13	This chapter will deal with the channels of communication between individuals and groups per se and will deal with the conflicting situations and decision related abnormalities.
M6 (Macro Issues-II)	L32-33: Occupational Stress & Enhancing Well-Being at Work	T1: Chapter 7 R2: Chapter 9	This chapter will make the learner understand the various sources of stress and will devise ways to overcome stress and maintain well-being.
M7 (Macro Issues-III)	L34-38: Organizational Theories: Systems, Structures & Processes (Organizational Behavior)	T1: Chapter 14 R3: Chapter 6&7 (Luthans; 1973)	This chapter will take the behavior at the next level where groups are integrated to constitute an organization and the classical and modern theories related to its formation.
	L39-40: Organizational Change & Development	T1: Chapter 16 R1: Chapter 10 R3: Chapter 17	What happens to the organizations and its constituents' when there is an evolution and change in the workforce and technology? How do they adapt to modernization?
	L41: Emerging Trends in Organizational Psychology (Positive Organizational Psychology)	R4: Chapter 9 (pp. 137-155) (Reading Unit)	Information regarding the evolution and current developments in the field of Organizational Psychology. To Provide more recent understanding about the progress and development in the field.



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**6. Evaluation Scheme:**

<b>Component</b>	<b>Duration</b>	<b>Weightage (%)</b>	<b>Date &amp; Time</b>	<b>Nature of component (Close Book/ Open Book)</b>
Mid Sem Exam	2 hours	30	March (First Week)	OB
Assignment 1	-	15	March 2021 (Third Week)	OB
Assignment 2	-	15	April 2021 (Third Week)	OB
Comprehensive Examination	3 hours	40	04/05/2021	OB/CB

**7. Chamber Consultation Hours:** During Classes/ Through Google Meet with prior appointment.

**8. Notices:** Will be announced during online class and posted on Nalanda as well.

**9. Make-up Policy:** No Make-up Requests would be entertained, exception limited to medical cases.

**10. Note (if any):** Journals to consult: APA Journals, (ProQuest, Science Direct, Wiley and Sage Journals). Some e-Prints will be provided with specific units. E-Book of the textbook is available.

Dr Rajneesh Choubisa  
**Instructor-in-charge**  
**Course No. HSS-F323**